

Volume - II

EDUCATIONAL DEVELOPMENT AND SOCIAL WELFARE

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A handwritten signature in blue ink, appearing to be "S. Sreenivasiah", is written over a horizontal line. The signature is slanted and includes a checkmark-like flourish at the beginning.

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PERCEPTIONS, PRACTICES AND PROSPECTS OF EMPLOYEES ON LABOUR WELFARE MEASURES AND SOCIAL SECURITY BENEFITS: A COMPARATIVE STUDY OF SELECTED PUBLIC AND PRIVATE SECTOR UNITS OF BANGALORE, KARNATAKA

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Abstract:

The Human Resource is the potential of any country and the economic development of any nation depends on the effective mobilization of these resources. Labour Welfare and Social Security Services are important personnel functions in an industrial organisation. Therefore, the workers have every right to demand that the condition under which he works should be reasonable and provides proper safeguards for healthy living. If care is being taken by the entrepreneur and the relevant authorities for their welfare, they will be satisfied and their productivity may increase. Labour Welfare and Social Security have drawn the attention of public sector, private sector and multinational corporate. The aspect of labour welfare requires an honest and open approach that money spent on labour and the environment given to employees should never go waste.

Welfare Schemes should be regarded as wise investments which are expected to bring a profitable return in the form of greater efficiency of the workforce. The productivity of labour is an essential condition for the prosperity of an enterprise and the well-being of the workers and their families. Labour Welfare and Social Security occupy very significant place covering a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources. The author made an attempt to project the task of perceptions, practices and prospects of the employees on labour welfare and social security with special emphasis on comparative analysis between the selected public and private sector units.

Keywords: Human Resource, Perceptions, Practices and Prospects, Labour Welfare Measures and Social Security Benefits

Introduction:

Industrial progress of a country depends on its committed labour force. Human Resource plays an important role in the development of different sectors of the economy including the industrial sector. They constitute the organization at all levels and are regarded as a dynamic factor of production. The worker spends more than a quarter of his life in his working place. In order to get best results from the employees, the management should always be conscious of what employees expect from their employees. It only means that the management has to see that the workers get economic, social and individual satisfaction. It is in this context the employer has to undertake different activities including employee welfare activities and social security benefits.

An attempt is made to assess the impact of labour welfare practices for the welfare of the employees and to examine the measures taken with regard to facilitate to increase the productivity, earnings, favourable work environment and other family welfare activities of the workers. The study also attempts to throw light on the perceptions and prospects of the workers with regard to management and welfare activities apart from the problems encountered with management with regard to provision of different welfare practices. Further, it is expected that the results of the study will help to reduce the research gap with regard to the welfare of the employees. Hence, one from Public and another from Private Sector i.e. Bharat Earth Movers Limited (BEM) and Larsen and Toubro Construction Equipment Limited (LTCEL) have been purposively selected for the present study due to good rapport, familiarity and representativeness.

Outline of Labour Welfare Measures and Social Security Benefits

Labour Welfare and Social Security have drawn the attention of public sector, private sector and multinational corporate. While the production facilities at the workplace and the remuneration are important, attitudes towards work and the value placed by the society on dignity of labour are equally important in influencing the productivity of labour. The high rate of labour absenteeism in certain Indian industries can be reduced to a great extent by provision of good housing, health and family care, education and training facilities. Provision for welfare and security facilities instils a sense of loyalty and confidence among workers which in turn helps to improve productivity and efficiency of the enterprise.

in different types of industries, it is necessary to conduct micro level studies to bring out the ways in which labour welfare practices are being implemented and their contribution in building healthy industrial relations by enhancing the morale and satisfaction of the employees. 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.

Objectives of the Study

The main objective of the study is to inquire into the welfare and social security measures provided to employees and the specific objectives for the purpose of the study are as follows:

1. To study the satisfaction levels of the sample respondents on welfare measures and social security benefits.
2. To examine the impact of welfare measures and social security benefits on different categories of the employees.
3. To identify the problems in availing the welfare measures and social security benefits.
4. To suggest suitable measures to overcome the constraints experienced by the sample respondents from benefitting welfare measures and social security benefits.

Hypothesis

Assuming that the select Public and Private sector units are being provided with the necessary welfare practices and social security benefits. These need to be tested the proposition by determining the validity.

- The sample respondents of the study are very much aware of the welfare practices and social security benefits provided by the management.
- There is no significant difference in the opinions of different categories of employees with regard to the provision and adequacy of statutory and non-statutory welfare facilities and social security benefits.

Methodology

The present study adopted is the Descriptive Method of research. It covers the managers, executives and the workers of manufacturing heavy engineering industries in Bangalore. The researcher has proposed to follow sampling method. The workers are selected by following stratified random sampling method. In tune with the objectives, the above hypotheses have been tested in the study.

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. 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.

Sampling and Sample Size

The Stratified Random Sampling has been adopted to carry out the study. The sample was drawn on the basis of zonal wise of Bangalore. The sample was also taken on the basis of similar manufacturing process units both from Public and Private Sectors. Thus, BEML and LTCEL were chosen for the study. In this connection, 250 employees of different categories from the selected public and private sector units, the respondents were selected covering almost all the departments proportionately based on the strength of the employees. In this study the sampling unit is from the selected industries in Bangalore. The sample was taken on the basis of sub sample of the universe taken for the study. The sample includes two units with equal footing in Bangalore with 125 participants from each unit from the total 250 respondents. Thus, 34 from management, 52 from Executives/Supervisors and the remaining 164 from employees out of 250 respondents were selected based on the number of workers employed. About 10.00 per cent of the universe constituted as sample for the study.

Tools and Sources of Data Collection

A Study on Welfare practices and Social Security benefits in Public and Private Sector Units with special reference to selected organizations of Bangalore is an empirical study of analytical nature, involving rigid field survey and personal interviews. The study is based on both primary as well as secondary data. The secondary data was used only in respect of the laws enacted and enforced. Besides the reports, available from the Government departments concerned with labour, HR Departments of the organizations were used as secondary data. The research tools like observation and interview methods were applied. Suitable tools and techniques were used to collect the necessary data.

Venugopal, P Bhaskar, T and Usha P (2011) were of the view that employees prefer to work under standard hygiene and safety environment as laid down in general employee legislation, but also such aspects of working life which implements measures for the protection of women, adhering to statutory working hours, paid vacation, etc. Welfare in addition to the general physical working conditions is also concerned with the day to day problems of the employees and social relationships that exist at the place of work.

Hence, Employee Welfare and Social Security measures are regarded as a wise investment which should and usually does bring a profitable return in the form of greater efficiency. (Ravindra, K.B, 2013). The study has made an effort to examine the Employee Perceptions, Practices and Prospects on Labour Welfare Measures and Social Security Benefits appraise the efficiency of the welfare measures and their adequacy in the selected public and private sector industrial units and the suggestions were made for betterment.

Review of Literature

Sindhu (2012) stated the employee welfare measures increase the productivity of organization and promote healthy industrial relations there by maintaining industrial peace. Organizations provide welfare facilities to their employees to keep their motivation levels high. Business houses provide many such statutory and non-statutory things policies to maintain satisfactory level of their employee. When they get better canteen facilities, good water to drink, clean restrooms, clean and hygiene wash rooms and bathrooms, regular medical check-ups, health insurances, Employee assistance programme, grievance handling department, better facilities to sit or good work place gives employee a high level of satisfactory level. This gives an organisation to grow much faster.

Ravindra, K.B (2013) felt that Labour welfare and social security has got a lot of significance with Public Sector, Private Sector and also Multinational Companies. A labour welfare activity in an industrialised society has far reaching impact not only on the work force but also on all facets of human resources. Labour welfare includes all such activities which not only secure existential necessities but also ensures improvement in the spiritual, emotional and other aspects of a worker. The aspect of labour welfare requires an honest and serious approach that money and environment given to employees never go waste. A happy employee is a productive employee.

Usha Thaiwari(2014) stated that the Health, safety and welfare are the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory; laws require the employer to extend certain benefits to employees in addition to wages or salaries.

Rajkuar.B (2014) has tried to analyse the welfare measures to improve the employee productivity and suggested the management has to be constantly in touch with the workers. He also suggested that the workers should be allowed to participate in the affairs of the management. The workers association should take necessary steps in this regard and the management must be prepared to accept the participation of workers. Further he suggested that the meetings of the workers may be convened frequently to discuss the problems. Finally, he concluded to provide the suitable atmosphere by good infrastructure facilities which will improve the efficiency of the workers.

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.

Prakash Pillai.R and Asha.G (2015) have opined that Social security provides protection to the working class against contingencies like retirement, illness, maternity, aging, death, disablement and similar conditions. Social Security ensures through different social security legislations like Employee Compensation Act 1923, Employees State Insurance Act 1948, Employees Provident Funds and Miscellaneous Provisions Act 1952, Maternity Benefit Act 1961, and Payment of Gratuity Act 1972 etc. Lack of social security hinders production and prevents the formation of a stable and efficient labour force. Social security is, therefore, not a liability, but a wise investment, which yields good dividends in the long run.

Statement of the Problem

It is evident from the known sources and existing literature including empirical studies on different aspects of welfare and social security for employees with reference to public and private sector industrial units from comparative perspective are rather limited. Further, in view of the widespread variations with regard to physical, economic and social conditions of employees working

Tools for Analysis

The Questionnaire was designed covering many aspects of the problem under the study. Utmost care was taken to see that the questions are simple and unambiguous. For the purpose of analysis of the collected data, simple mathematical and statistical techniques like percentages, averages, Standard Deviations, Correlation, T-Test etc. were used. For analytical purpose of primary data Microsoft Excel and *Statistical* software programme have been used.

Analysis and Discussion

Table No.1: Overall Opinion on Statutory Welfare Measures Provided by the Factory

Overall Opinion	BEML				LTCEL			
	Managers	Executives/ Supervisors	Employees	Total	Managers	Executives/ Supervisors	Employees	Total
Highly Satisfied	1 (10.0)	3 (12.0)	4 (4.4)	8 (6.4)	16 (67.0)	16 (59.3)	49 (66.0)	81 (64.8)
Satisfied	9 (90.0)	16 (64.0)	63 (70.0)	88 (70.4)	5 (21.0)	9 (33.3)	17 (23.0)	31 (24.8)
Dissatisfied	0 (0.0)	3 (12.0)	11 (12.2)	14 (11.2)	1 (4.0)	0 (0.0)	5 (7.0)	6 (4.8)
Highly Dissatisfied	0 (0.0)	3 (12.0)	12 (13.4)	15 (12.0)	2 (8.0)	2 (7.4)	3 (4.0)	7 (5.6)
Total	10 (100.0)	25 (100.0)	90 (100.0)	125 (100.0)	24 (100.0)	27 (100.0)	74 (100.0)	125 (100.0)

Source: Field Data | Percentage to the Total Number of Respondents shown in the bracket

It is seen from the table that a prepondering majority of the respondents i.e. 90.0 percent (65.0 and 25.0 with highly satisfied and satisfied respectively) of LTCEL expressed their happiness with regard to the statutory welfare measures provided by the management when compare to the 77.0 percent (7.0 and 70.0 percent highly satisfied and satisfied respectively) of the BEML employees were satisfied with the statutory welfare facilities provided by the organisations. In this regard, it can be concluded that both the organisations have been providing quality statutory welfare measures. Out of which LTCEL has been maintaining quality services in providing the statutory welfare measures.

Table No.2: Employees View on the Impact of Statutory Welfare Measures on the Efficiency of Employees

Effect on Efficiency	BEML				LTCEL				BEML and LTCEL			
	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/ Sups	Emps	Total	Mgrs	Exes/ Sups	Emps	Total
High	1 (10.0)	2 (8.0)	9 (10.0)	12 (9.6)	8 (33.3)	13 (48.0)	43 (58.0)	64 (51.0)	9 (26.5)	15 (29.0)	52 (31.6)	76 (30.4)
Moderate	7 (70.0)	14 (56.0)	57 (63.3)	78 (62.4)	9 (37.5)	12 (44.0)	22 (29.7)	43 (34.4)	16 (47.0)	26 (50.0)	79 (48.0)	121 (48.4)
Low	0 (0.0)	4 (16.0)	11 (12.2)	15 (12.0)	6 (25.0)	1 (4.0)	5 (6.8)	12 (9.6)	6 (17.5)	5 (9.5)	16 (10.0)	27 (10.8)
Nil/No Idea	2 (20.0)	5 (20.0)	13 (14.5)	20 (16.0)	1 (4.2)	1 (4.0)	4 (5.5)	6 (5.0)	3 (9.0)	6 (11.5)	17 (10.4)	26 (10.4)
Total	10 (100.0)	25 (100.0)	90 (100.0)	125 (100.0)	24 (100.0)	27 (100.0)	74 (100.0)	125 (100.0)	34 (100.0)	52 (100.0)	164 (100.0)	250 (100.0)

Source: Field Data | Note: Figures in Parenthesis Indicates percentages to Total

Of late employees said to be generally get influenced by any monetary or non-monetary benefit and as such generally it impacts the efficiency of the employees, which has been specifically experienced by the employers to know the truth on. An attempt is made in this regard in table No.2. From the table it is clear that as many as 48 per cent of the total respondents opined that the impact of statutory welfare measures had impacted the efficiency of employees at a moderate level, while 30 per cent of the respondents did experienced the impact at a high level. Only 10 per cent of the employees unable to express the satisfaction either qualitatively or quantitatively. In the comparative analysis between the chosen organisations, as many as 51 per cent of the LTCEL respondents as against only 10 per cent of BEML respondents felt it has impacted the efficiency at higher. Another 34 per cent of LTCEL respondents did responded to a moderate level. In fact 62 per cent of BEML respondents did joined the said category as far as impact is concerned.


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Table No.3: Suggestions of the Employees for the Improvement of Statutory Welfare Measures

Suggestions	BEML				LTCEL				BEML and LTCEL			
	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emp	Total
Introducing the Recent Trends and Innovative Practices	4 (40.0)	10 (40.0)	31 (34.4)	45 (36.0)	7 (29.2)	11 (40.7)	24 (32.5)	42 (33.6)	11 (32.3)	21 (40.4)	55 (33.5)	87 (35.0)
Modification of existing Provisions	3 (30.0)	9 (36.0)	37 (41.0)	49 (39.2)	8 (33.3)	9 (33.3)	27 (36.5)	44 (35.2)	11 (32.3)	18 (34.6)	64 (39.0)	93 (37.0)
Developing Mechanism in Collective Bargaining	2 (20.0)	5 (20.0)	17 (19.0)	2 (19.2)	8 (33.3)	4 (15.0)	20 (27.0)	32 (25.6)	10 (29.4)	9 (17.3)	37 (22.5)	56 (22.4)
Facilitating Workers Participation in Management	1 (10.0)	1 (4.0)	5 (5.6)	7 (5.6)	1 (4.2)	3 (11.0)	3 (4.0)	7 (5.6)	2 (6.0)	4 (7.7)	8 (5.0)	14 (5.6)
Total	10 (100.0)	25 (100.0)	90 (100.0)	125 (100.0)	24 (100.0)	27 (100.0)	74 (100.0)	125 (100.0)	34 (100.0)	52 (100.0)	164 (100.0)	250 (100.0)

Source: Field Data | Note: Figures in Parenthesis indicates percentages to Total

The suggestions of the employees have been elicited from the respondents for the improvement of Statutory Welfare Measures which have been presented in the Table.7.34. As many as 37 per cent of the respondents have felt the need to modify the existing provisions for improved coverage and about 35 per cent of the respondents suggested the need for introducing the latest trends and innovative practices which have been proved effective elsewhere. In addition, 23 per cent of the respondents suggested to develop a mechanism employee's version and also be respected. 6 per cent of the respondents suggested that Workers or their representatives Participation in Management should be allowed to. Moreover, 35 per cent of the respondents in both the chosen organisations have also suggested more or less in the same way.

Table 4: Overall Satisfaction of the Sample Respondents with regard to Non Statutory Welfare Measures

Level of Satisfaction	BEML				LTCEL				BEML and LTCEL			
	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total
Highly Satisfied	0 (0.0)	1 (4.0)	2 (2.2)	3 (2.4)	12 (50.0)	11 (40.7)	41 (55.5)	64 (51.0)	12 (35.3)	12 (23.0)	43 (26.2)	67 (27.0)
Satisfied	8 (80.0)	18 (72.0)	56 (62.2)	82 (65.6)	4 (16.7)	10 (37.0)	22 (29.7)	36 (28.8)	12 (35.3)	28 (54.0)	78 (47.6)	118 (47.0)
Satisfied to some extent	0 (0.0)	4 (16.0)	23 (25.6)	27 (21.6)	6 (25.0)	6 (22.2)	6 (8.0)	18 (5.6)	6 (17.6)	10 (19.0)	29 (17.7)	45 (18.0)
Not Satisfied	2 (20.0)	2 (8.0)	9 (10.0)	13 (10.4)	2 (8.3)	0 (0.0)	5 (6.8)	7 (5.6)	4 (11.8)	2 (4.0)	14 (8.5)	20 (8.0)
Total	10 (100.0)	25 (100.0)	90 (100.0)	125 (100.0)	24 (100.0)	27 (100.0)	74 (100.0)	125 (100.0)	34 (100.0)	52 (100.0)	164 (100.0)	250 (100.0)

Source: Field Data | Note: Figures in Parenthesis indicates percentages to Total

The satisfaction levels of sample respondents on different Non Statutory Welfare Measures in isolation and it gives certain things favourable and certain measures in other way. Under these circumstances assessing the satisfaction in an aggregate way was thought of. Accordingly, the analysis has been presented in table No.5.

27 per cent of the total respondents were highly satisfied while 47 per cent of the respondents were just satisfied and 18 per cent of the respondents and only 8.0 per cent of the respondents said to have dissatisfied when the researcher enquired into the overall with regard to the sample respondents level of satisfaction on Non-Statutory Welfare Measures. 51 per cent of LTCEL respondents' and just 2 per cent of BEML respondents expressed that they were highly satisfied, whereas around 29 per cent of LTCEL as against 66 per cent of BEML respondents were satisfied either to some extent and belonged to not satisfied categories respectively.

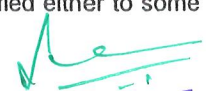

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Table No.5: Problems in Providing Non Statutory Welfare Measures for the Employees

Problems	BEML				LTCEL			
	Managers (N=1)	Executives/ Supervisors (N=5)	Employees (N=8)	Total (N=14)	Managers (N=4)	Executives/ Supervisors (N=6)	Employees (N=5)	Total (N=15)
Financial Problems	0 (0.0)	1 (20.0)	2 (25.0)	3 (21.0)	1 (25.0)	2 (33.3)	1 (20.0)	4 (26.7)
Improper Management	0 (0.0)	2 (40.0)	3 (37.5)	5 (36.0)	1 (25.0)	2 (33.3)	2 (40.0)	5 (33.3)
Administrative Problems	1 (10.0)	2 (40.0)	3 (37.5)	6 (43.0)	2 (50.0)	2 (33.4)	2 (40.0)	6 (40.0)

Source: Field Data | Percentage to the Total Number of Respondents shown in the bracket

As many as 43.0 per cent, 36.0 percent and 21.0 percent of the respondents from BEML revealed that administrative, improper management and financial problems respectively in tune with 40.0 percent, 33.3 percent and 26.7 percent of the respondents of LTCEL respectively revealed as mentioned. This shows that there is no much difference in pursuit of the kind of problems the respective organisations are facing in providing the Non-Statutory Welfare Measures.

Table No.6: Sample Respondents Level of Satisfaction on Social Security Benefits

Level of Satisfaction	BEML				LTCEL				BEML and LTCEL			
	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total
Highly Satisfied	3 (30.0)	4 (16.0)	17 (19.0)	24 (19.0)	16 (67.0)	17 (63.0)	57 (77.0)	90 (72.0)	19 (56.0)	21 (40.0)	74 (45.0)	114 (45.5)
Satisfied	4 (40.0)	15 (60.0)	63 (70.0)	82 (66.0)	5 (21.0)	10 (37.0)	13 (17.6)	28 (22.4)	9 (26.0)	25 (48.0)	76 (46.5)	110 (44.0)
Satisfied to some extent	1 (10.0)	3 (12.0)	5 (5.5)	9 (7.0)	1 (4.0)	0 (0.0)	4 (5.4)	5 (4.0)	2 (6.0)	3 (6.0)	9 (5.5)	14 (5.5)
Not Satisfied	2 (20.0)	3 (12.0)	5 (5.5)	10 (8.0)	2 (8.0)	0 (0.0)	0 (0.0)	2 (1.6)	4 (12.0)	3 (6.0)	5 (3.0)	12 (5.0)
Total	10 (100.0)	25 (100.0)	90 (100.0)	125 (100.0)	24 (100.0)	27 (100.0)	74 (100.0)	125 (100.0)	34 (100.0)	52 (100.0)	164 (100.0)	250 (100.0)

Source: Field Data | Note: Figures in Parenthesis indicates percentages to Total

The level of satisfaction of the sample respondents with regard to social security measures has been presented in the Table No.6. As many as 46.0 per cent of the samplerspondents were found to be highly satisfied and 44 per cent have also expressed satisfaction and negligible per cent of the sample respondents have expressed dissatisfaction. A massive per cent with 72 of LTCEL were highly satisfied compared to only 19 per cent of BEML respondents, about 22 of LTCEL respondents as against a majority of 66 per cent of BEML were satisfied about social security benefits extended by their employers.

Table No.7: Measures Suggested by the Respondents for Better Implementation of Social Security Benefits

Measures Suggested	BEML				LTCEL			
	Managers N=10	Executives/ Supervisors N=25	Employees N=90	Total N=125	Managers N=24	Executives/ Supervisors N=27	Employees N=74	Total N=125
Medical and Insurance Benefits	3 (30.0)	10 (40.0)	22 (24.4)	35 (28.0)	8 (33.0)	12 (44.5)	32 (43.0)	52 (41.6)
Implementation of Recent Trends and Practices	6 (60.0)	7 (28.0)	25 (28.0)	38 (30.4)	5 (21.0)	5 (18.5)	20 (27.0)	30 (24.0)
Fringe Benefits, Incentives and other package of services	0 (0.0)	4 (16.0)	28 (31.0)	32 (25.6)	7 (29.0)	6 (22.0)	12 (16.0)	25 (20.0)
Family Protection through Innovative Social Security Measures	1 (10.0)	4 (16.0)	15 (17.0)	20 (16.0)	4 (17.0)	4 (15.0)	10 (14.0)	18 (14.4)
Total	10 (100.0)	25 (100.0)	90 (100.0)	125 (100.0)	24 (100.0)	27 (100.0)	74 (100.0)	125 (100.0)

Source: Field Data | Percentage to the Total Number of Respondents shown in the bracket

The suggestions were drawn from the respondents for the desired improvements in the Non-Statutory Welfare measures. It can be presented as a good percent of the LTCEL respondents i.e. 41.6 suggested that the provision of Medical and Insurance benefits need to strengthened against

insurance benefits, around one fourth of the respondents from each selected organisation have recommended for proper implementation of recent trends and practices, around one fourth of the BEML respondents when compare to one fifth of the LTCEL respondents have advised for Fringe benefits, incentives and other package of services Fringe benefits, incentives and other package of services, approximately 15 per cent of the respondents from each selected organisation have commended for family protection through innovative social security benefits. It can be concluded that the employees were very much aware by giving suitable measures with regard to the better implementation of social security benefits.

Major Findings

- Most of the employees felt that they were highly benefited with the welfare measures and social security benefits provided by the selected organisations.
- Majority of the respondents felt that the welfare measures and social security benefits will impact more on their efficiency.
- In the comparative analysis between the two organisations, it is found that as many as 51 per cent of the LTCEL respondents against only 10 per cent of BEML respondents felt the impact of statutory welfare measures will effect on the efficiency of employees at high level. It is found that as many as 51 per cent of the LTCEL respondents against only 10 per cent of BEML respondents felt it impacts at high level.
- A mammoth majority of 83 per cent of the respondents viewed that the organisations havenot been facing any problems in providing statutory welfare measures.
- A mammoth majority having 83 per cent of the respondents expressed their overall satisfaction with the statutory welfare measures. Majority of the respondents of LTCEL with 65 per cent against a meagre of 6 per cent of BEML respondents were highly satisfied.
- As many as 27 per cent of the respondents were highly satisfied, about 47 per cent of the respondents were satisfied, 18 per cent of the respondents and only 8.0 per cent of the respondents were not satisfied with regard to the sample respondents level of satisfaction on Non-Statutory Welfare Measures. The LTCEL respondents' with 51 per cent against just 2 per cent of BEML respondents expressed as they were highly satisfied.
- With regard to the problems facing by the management in providing the Non-Statutory Welfare Measures, as many as 24 per cent of the respondents expressed that the management is facing with financial problems, about 34 per cent of the respondents revealed as improper management is the key factor and about 41 per cent of the respondents said the administrative problems play major role with regard to the hindrance in providing the Non-Statutory Welfare Measures.

Suggestions

Suggestions in respect of the welfare measures and social security benefits are many. Besides, the implementation of the laws, there is a need to introduce many non-statutory welfare measures which will increase the efficiency of the workers through the improvement in the standard of living, by betterment of the working class. A few among the recommendations based on the study are:

- Modification in the existing provisions in pursuit of changing needs and aspirations of the employees need to be taken care at regular intervals of time.
- Innovative schemes and facilities should further complement the existing ones keeping in view of the perceptions and aspirations of the employees. This will improve the competence and work life quality of the employees by the managements of the chosen organizations.
- The management of both the organisations are facing with some problems such as financial, administrative etc.; these are to be resolved at the earliest who builds morale and increase efficiency of the employees.

Conclusion: Labour Welfare and Social Security measures have been gaining significance with regard to the working class both in Public and Private Sectors. Labour welfare activities in an industrialised society have far reaching impact not only on the work force but also on all facets of human resources. Labour welfare includes all such activities which not only secure existential necessities but also ensures improvement in the spiritual, emotional and other aspects of an employee. The aspect of labour welfare requires an honest and serious approach which facilitates the employer to reap the maximum potentialities of the employees. It is in this context the money spent and work environment created for the benefit of the employees never goes waste. An employee who gets maximum benefit other than his emoluments may become a productive employee.



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