

A STUDY ON EMPLOYEE AWARENESS IN LABOUR LAW AT LUCAS TVS LTD.

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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Register No.41410190



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

MAY - 2023



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **MANIKANDAN.M (41410190)** who carried out the project entitled "A STUDY ON EMPLOYEE AWARENESS IN LABOUR LAW AT LUCAS TVS LTD." under my supervision from January 2023 to April 2023.

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DECLARATION

I **MANIKANDAN.M (41410190)** hereby declare that the Project Report entitled "**A STUDY ON EMPLOYEE AWARENESS IN LABOUR LAW AT LUCAS TVS LTD.**" done by me under the guidance of **Dr.YasmeenBano MBA, M.Phil, Ph.D, Assistant Professor** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

DATE: 05.05.2023

PLACE: Chennai



MANIKANDAN.M

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TABLE OF CONTENTS

CHAPTER NO.	TITLE	PAGE NO.
	ABSTRACT	(i)
	LIST OF TABLES	(iii)
	LIST OF CHARTS	(iv)
1	INTRODUCTION	
	1.1 . Introduction	1
	1.2 . Industry Profile	5
	1.3 . Company Profile	7
	1.4 . Product profile	10
	1.5 . Objectives of the Study	20
	1.6 . Need for the study	20
	1.7 . Scope & Significance of the study	20
2	REVIEW OF LITERATURE	
	2.1 Review of Literature	21
3	RESEARCH METHODOLOGY	
	3.1. Sampling method	30
	3.2. Sources of Data	30
	3.3. Area of the study	30
	3.4. Sample Size	30
	3.5. Hypothesis framed	30
	3.8. Tools for analysis	30

4	DATA ANALYSIS AND INTERPRETATION	
	4.1. Bar chart	31
	4.2. Pie chart	32
	4.3. Percentage analysis	33
	4.4. Cross tabulation	34
	4.3. Chi-square	36
5	FINDINGS, SUGGESTIONS AND CONCLUSION	
	5.1. Findings of the Study	38
	5.2. Suggestions & Recommendations	39
	5.4. Conclusion	40
	REFERENCES	41
	ANNEXURE I – QUESTIONNAIRE	46
	ANNEXURE II – BIBLIOGRAPHY	49
	ANNEXURE II – ARTICLE	50

Abstract

The study looks at how well aware employees are about labour laws and what are the labour law Act that are being used in the organization to safeguard the interest of the employee and to evaluate the employee awareness on labour law Act which are being used in the organization. In the study convenience sampling method was used, for better comprehension of respondent's data are collected through various source. The primary data was collected through distributing questionnaire to the employees in physical and digital form, the secondary data was collected through internet, websites, magazines and record and journals. The tools which are used for analysis are pie chart, bar chart, percentage analysis, cross tabulation and chi-square test. And the hypothesis which is framed are alternate or null hypothesis. There were 106 respondents for the research, according to the study findings worker have a lower level of awareness on labour law policies that was implemented by the constitution and is being followed by the organisation.

LIST OF TABLES

TABLE NO.	PARTICULARS	PAGE NO.
4.1	GENDER OF THE RESPONDENTS	31
4.2	AGE OF RESPONDENTS	32
4.3	INCOME OF RESPONDENTS	33
4.4	CROSSTABULATION OF TOTAL WORK EXPERIENCE AND EMPLOYEE PROTECTION ACT AWARENESS	34
4.5	CHI-SQUARE TEST BETWEEN GENDER AND AWARENESS ON AIR & WATER POLLUTION ACT CROSSTABS	36

LIST OF CHARTS

CHARTS NO.	PARTICULARS	PAGE NO.
4.1	GENDER OF THE RESPONDENTS	31
4.2	AGE OF RESPONDENTS	32
4.3	INCOME OF RESPONDENTS:	33
4.4	CROSSTABULATION OF TOTAL WORK EXPERIENCE AND EMPLOYEE PROTECTION ACT AWARENESS:	34

CHAPTER 1 - INTRODUCTION

1.1 Introduction

Labour laws, also referred to as employment laws, are those that serve as a bridge between employers, employees, labour unions, and the government. Employee, employer, and union relationships are governed by collective labour legislation.

The socialist republic state is largely responsible for the development of labour and employment regulations. Only a socialist republican state can truly determine how industrial labour laws should be used since moral and ethical criteria are the cornerstone of a social republican state and are therefore given great weight. Labour and employment laws play a significant role in the workplace because they provide structure, explain responsibilities for both employers and employees, and in some circumstances, outline federal regulations that provide both parties with the guidance they need to resolve disputes at work. The opportunity for firms to focus more on production and profitability rather than continuously devoting time and resources to problem-solving makes these rules crucial.

Individual labour law is concerned with an employee's rights at work, including through the employment contract. Employment standards are social norms that, in some situations, can include technical requirements for the bare minimum socially acceptable working conditions that are permitted for employees or independent contractors. Individual labour law is concerned with an employee's rights at work, including through the employment contract. Employment standards are social norms that, in some situations, can include technical requirements for the bare minimum socially acceptable working conditions that are permitted for employees or independent contractors.

The fundamental aspect of labour law in practically every nation is that a contract of employment between the employer and employee mediates the rights and obligations of both parties. Since the end of feudalism, this has always been the situation. Many clauses in contracts are governed by statutes or the common law.

Understanding the relationship between the worker and the master is a crucial issue for every organisation. Independent contractors and employees are the two different

categories of workers. They are distinguished according to the extent of the master's authority over them. Employees of the corporation are those who receive tools and resources, are closely overseen, and receive regular compensation. Employees are required to act in the employer's best interests.

The contract is governed by a number of legal provisions. It is illegal for an employer to propose a contract that pays the employee less than the applicable minimum wage. An employee cannot sign a contract allowing their employer to fire them for inappropriate conduct.

There are various factors which labour law deals with,

Minimum wage

The bare minimum wage that a worker may be paid per hour is set by numerous countries. The minimum wage serves as a price floor since it is typically set higher than the lowest salary as determined by the dynamics of supply and demand in a free market. While the majority of developed nations have minimum wage rules and regulations, many developing nations do not. Each nation sets its own minimum wage laws and regulations.

Hours

In many nations, there are legal restrictions on how many hours a person can work in a day or at other times. These laws also govern whether employees who put in more time at work need to be compensated more. The 40-hour week movement, often referred to as the short-time movement or the eight-hour day movement, was a social movement to limit the duration of a working day in order to curb overuse and abuse of working time.

Child labour

Child labour is the term used to describe the exploitation of children through any type of employment that robs them of their youth, prevents them from attending a regular school, and is bad for their mental, physical, social, and moral development. The law forbids this kind of exploitation everywhere.

Importance of awareness of Labour Law

The labour legislation serves as a tool to further worker protection and empowerment. It controls both individual and group employment relations. The civil code, criminal code, and the international ILO conventions are some more pieces of pertinent legislation.

The goals of labour law include redressing the power disparity between employees and employers, preventing wrongful termination of employees, establishing and maintaining procedures that acknowledge employees as equal stakeholders in discussions about working conditions.

By limiting the discretion of the contracting parties to negotiate their own terms and by establishing minimum standards for safety and compensation, labour law attempts to stop a race to the bottom.

Labour law also regulates the labour market: a country may choose to put legislation in place setting maximum or minimum limits on wages or working hours, either nationally or in particular sectors or industries.

Labour Policy

There are numerous laws in India covering numerous industrial aspects. In India, there are many labour regulations, but their enforcement, particularly in rural regions, suffers greatly from a lack of resources. However, there are other laws in India that apply to both employers and employees, which are,

1. Minimum Wages Act, 1948, Payment of Wages Act, 1936.
2. Payment of Bonus Act, 1965, Payment of Bonus Act, 1965.
3. Employees' State Insurance Act, 1948.
4. Labour Welfare Fund Act (of respective States).
5. Payment of Gratuity Act, 1972.
6. Factories Act, 1948.
7. Industrial Employment (Standing Orders) Act, 1946.
8. Shops and Commercial Establishments Act (of respective States).

The major themes in Labour law are the following:

Productive Work & Adequate Earnings: Minimum Wage, Regular and timely payment of wages, Overtime compensation, Compensation for night work, weekend work and holiday work

Decent Working Hours: Paid annual leave, Maximum hours of work (limits on overtime hours), Compensatory holidays for working on weekly/public holidays

Employment Security: Provision of a written statement of particulars at the start of employment, hiring fixed term contract workers for permanent tasks, Length of probation period, Notice requirements, Severance Pay

Combining Work and Life: Family Responsibilities (Paternity leave, Parental leave, Flex-time options),

Maternity Protection: (Maternity leave, Free medical care, Salary during leave, Exemption from hazardous/arduous work, Protection from dismissal, Right to return to same/similar job, Nursing/Breastfeeding breaks)

Safe Working Environment: Health and Safety at Work (Safe workplace, Provision of free protective equipment, Safety training, Labour inspection esp. Occupational safety and health related),

Employment and Sickness/Accidents: Sickness and Employment Injury (Paid sick leave, Access to free medical care, Employment security during illness, Work injury/disability benefit/survivors' benefits)

Social Security: Old-Age Pensions, Invalidity Benefit, Survivors' Benefit, Unemployment Benefit

Equal Treatment at work: Equal pay for work of equal value, sexual harassment laws, Equal treatment in employment and prohibition of discrimination on any grounds, Occupational segregation/Right to choose one's occupation

Children at Work: Minimum age for employment, Minimum age for hazardous work

Forced Labour: Forced labour, Worker's ability to terminate employment, Limit to maximum overtime hours

Social Dialogue/Trade Unions: Right to form and join unions, right to bargain collectively, right to strike

1.2. INDUSTRIAL PROFILE

In September 1996, the UK's Lucas Industries and the US's Varity Corporation amalgamated to create a new holding company called Lucas Varity plc.

For the global automotive and aerospace sectors, Lucas Varity creates, produces, and supplies cutting-edge technology solutions, goods, and services. It generated 7.5 billion US dollars in yearly revenue in 1998.

One of the largest manufacturers of cutting-edge brakes, diesel fuel injection, electrical, and electronic systems as well as a top supplier of aftermarket to goods and services in the automotive industry is Lucas Varity. On cars built by Volvo, Mercedes-Benz, Volkswagen, Audi, Ford, Fiat, Peugeot, and Alfa Romeo, its systems are mounted as original equipment (OE).

With a product line that includes two-wheelers, automobile wheels and axle fasteners, diesel fuel injection equipment, powder metal components, and car electricals, TVS is India's largest maker of automotive components. The largest automotive marketing organization in the nation, TVS sells and provides service for a wide range of automobiles and parts. One of the 20 major industrial conglomerates in India, TVS has 25 manufacturing businesses with an annual revenue of more than Rs 8600 crore. The organization has India's largest distribution network for automotive products, supported by five service and distribution businesses with wide-ranging networks throughout the nation.

One of India's largest independent automotive component suppliers, Lucas-TVS now serves all automotive market segments, including those for passenger cars, light trucks, tractors, jeeps, two-wheelers, and off-road vehicles, as well as stationary and marine applications.

Lucas-TVS has two divisions - the auto electrical division and the fuel injection equipment division.

- **Auto Electrical Division:** Starting with starters and ending with wipers, the auto electrical division produces a whole spectrum of vehicle electrical items. It has manufacturing plants in Rewari (Haryana), Eripakkam (Pondicherry), and Padi (Chennai). The Padi facility has already received ISO 9001 accreditation and QS 9000 certification, both of which were attained in 1997. In 1999, the Pondicherry factory also obtained QS 9000 certification.

- **Fuel Injection Equipment Division:** In 1990, Lucas-TVS established a factory on a 33-acre property at Mannur, close to Chennai, in partnership with the Lucas group to produce diesel fuel injection equipment for both direct and indirect diesel engines. The division obtained its QS 9000 certification in 1999 and is already ISO 9001 certified.

Compared to the scope and breadth of the global market, the auto component business is comparatively tiny and extremely fragmented. Poor scale economies as a result of this fragmentation have a negative impact on the cost structure.⁹ According to a 1995 survey of the automotive component industry by McKinsey India¹⁰, there were approximately 6,350 firms in the component industry in 1993–1994 of which 94% were small scale. The legal environment of the past and the policy of vehicle manufacturers to use multiple vendors for the same component are both somewhat to blame for this fragmentation. The report also mentions that, with the exception of transmission gears, the top three producers accounted for more than 75% of all product categories in 1992. Major investments in capacity were made in the component sector as a result of the economic reforms implemented in 1993 and the entry of the major automakers into the passenger car market. But the mid-size automobile market, into which all major automakers had pushed, was never able to take off. As a result, there is currently excess capacity (estimated to be up to 40%) in the component industry, which was built in expectation of rising demand. The majority of auto auxiliary units, however, do better than the automotive industry because they are less impacted by the recession due to the ongoing need for spare components. During recessions, the business also looks for relief on the global markets.

1.3. COMPANY PROFILE

Lucas TVS was established in 1962 as Joint Venture between Lucas Industries Plc UK (now Lucas Varity) and T V Sundaram Iyengar & Sons (TVS), India, to manufacture Automotive Electrical Systems. Lucas started operations in India from 1930 as Lucas Indian Service for providing warranty and after sales service to many of the imported vehicles which carried Lucas parts.

In India, Lucas TVS is a market leader in automotive electricals, providing a variety of electrical parts for automobiles, tractors, commercial vehicles, two- and three-wheelers, and other vehicles. Deming Grand Prize certification for TQM Practises Group Turnover and Group Employee Count is held by Lucas-TVS.

With more than 50 years of experience in product design, manufacturing, and delivery to OEMs both domestically and internationally, Lucas TVS is a leading provider of mechatronic solutions for manufacturers of consumer, industrial, and automotive goods. With an employee base of over 6,000 individuals and cutting-edge engineering and production facilities that include TQM, TPM, 6 sigma, and lean manufacturing techniques. Lucas TVS has the ability to build products from beginning to end. From the design stage on, Lucas TVS develops and integrates its products into vehicles and equipment, performing application engineering, development, manufacture, and service.

Over the years, Lucas TVS has expanded from its initial line of starters, dynamos, and distributor products to include complete auto electrical system solutions, specialized motors for air compressors, stop-start systems, engine cooling modules, ignition products, diesel fuel injection systems.

Lucas TVS creates cutting-edge goods and manufacturing techniques that have fuelled its expansion and broadened its clientele globally. One of the very few businesses in the world, Lucas TVS received both. the Deming Application Prize and the Deming Grand Prize from the Union of Japanese Scientists & Engineers.

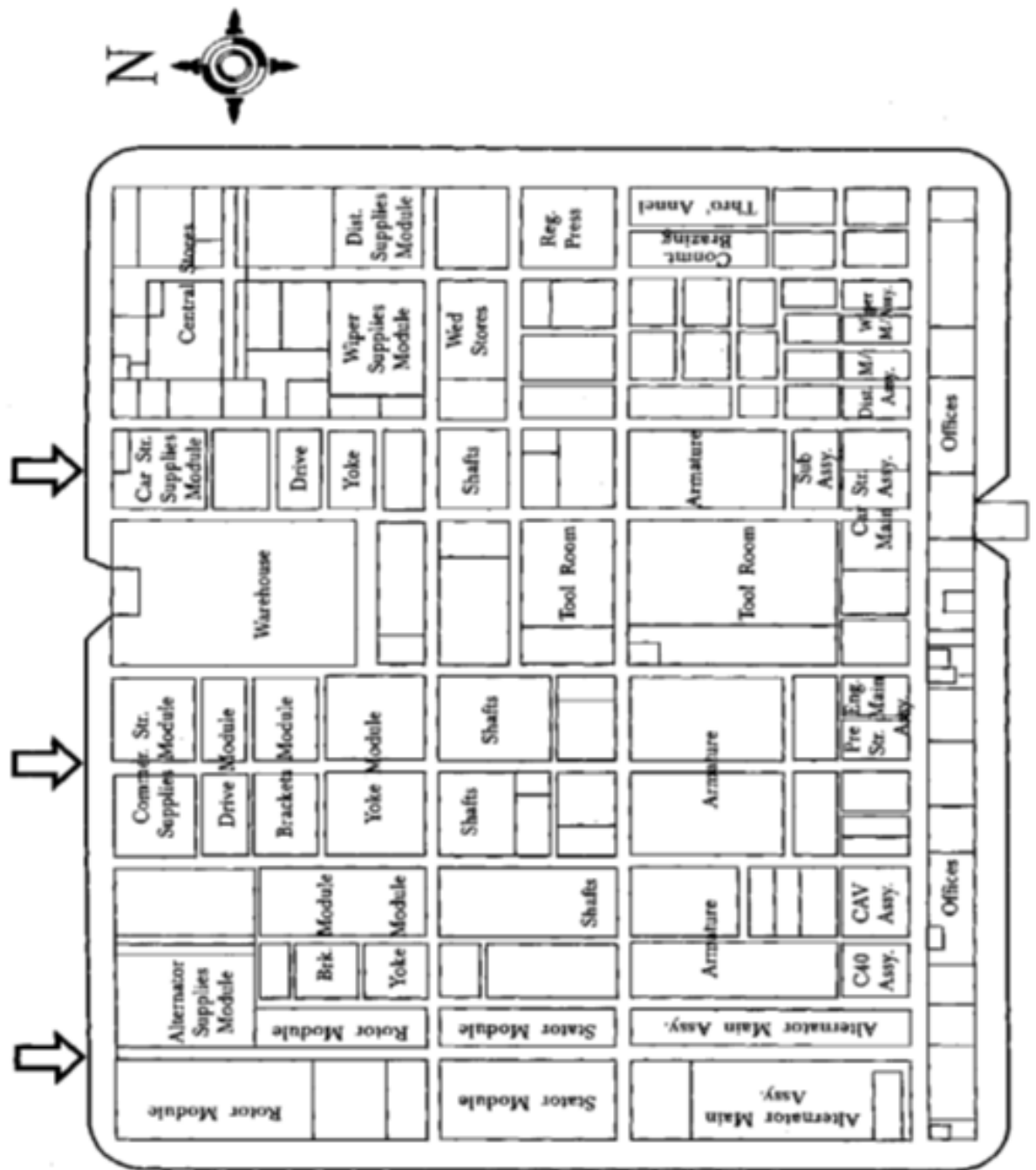
Lucas TVS relies heavily on new product development from Engineering Research and Development to meet client demands for their new vehicle introduction programs. In-house R&D is responsible for more than 75% of the current sales turnover, which comes from new goods.

Lucas TVS Padi Plant

The first Lucas-TVS plant was built in 1961 at Padi in the Tamil Nadu state. There were about 25 employees at first. Within five years of the plant's operations, the workforce was unionized, and the union has been in place since 1965 or 1966. The company's early years (1960–1971) were mostly spent assembling kits that were imported. The emphasis on indigenization began in 1973, and the selection of goods given to customers gradually increased. After 1978, Lucas-TVS began putting more effort into embracing technology and starting the development of new products. The management has emphasized the value of native designs since 1983. This strategic change ultimately proved to be a turning point for the whole business. On a 55-acre site, the Padi facility employs roughly 2,850 people in 1999.

The facility currently manufactures a wide range of alternators, starters, dynamos, distributors, head lamps, and wipers that are exported to more than 40 different manufacturers in all automotive industry segments, including passenger cars, commercial vehicles, tractors, jeeps, and two-wheelers. The Padi plant is Lucas-TVS's largest production facility in terms of volume and sales, producing more than 400 different end products across several product units in 1999. More than 60% of their sales come from goods that Lucas-TVS has internally designed.

Exhibit 6: Plant Layout at Padi in 1999



About Diagram:

The above picture shows the outline of plant layout which is located in Padi, Chennai. The outline is from the year 1999 which shows various segments in the plant location.

1.4. Product profile

1. E-Mobility

- **Electric Bicycle:** A next generation drive system for e-bikes is the Lucas TVS BLDC Hub Motor. Lucas TVS offers optimal user-oriented performance in a wheel hub motor with an extremely small design. In addition to making the system more efficient, it also makes it substantially lighter. Therefore, the Lucas TVS e-bike solution is ideal for everyday mobility as well as sports and leisure applications.

- Hub Motor & Controller:
Hub Motor are in-wheel drive motors which does not have interaction with the primary bicycle chain, no additional transmission required, Inexpensive easy to mount the most mechanically simple concept.



- **E-Two-Wheeler:** The overloading factor and road conditions were taken into consideration when developing the traction motor and hub motors specifically for Indian driving conditions. In-depth validation tests were carried out to confirm the motor's performance as well as its longevity and sealing ability. They are completely compatible and high-power density optimised. One of its advantages is the electrical system's small size. The technology performs well under all driving circumstances. We integrate the needs of each customer to create an innovative, high-tech BLDC/PMSM motor and controller for two wheels that will help define the future of electric vehicles.

- Mid Drive Motor & Controller:

Traction Motors Allows for a great deal of customization in design, Silent operation and free from Un-sprung weight or mass and does not add weight to the wheel.



■ E-Three-wheeler:

E-Rickshaw & E-Loader are low speed vehicle below 25kmph which support Last mile commercial transportation in India. These low speed 3W uses a LI-battery for energy, Lucas TVS has developed a highly efficient Motors and Controllers keeping an eye on Indian monsoon condition and commercial affordability of E-rickshaw owners.

- BLDC Motor & Controller – E-Rick Shaw / E-Cart (L3)

Lucas TVS BLDC Motors & controllers are designed exclusively for Indian consumers which are highly efficient and supports for smoother operation.



- PMSM Motor & Controller – E-Auto / E-Loader (L5)

Lucas TVS PMSM Motor & FOC controller forms a combination which produces constant torque and power while cruising, which are highly efficient and yields a high range.



2. Automotive Products

Lucas TVS has one stop solution provider to meet the current requirements of Auto electrical field, especially in emission reduction and improving fuel economy. Lucas have excellence in Auto electrical business since 1961. With the rich experience in Auto electrical, Lucas earned a reputation for reliability, high quality, modular design, competitively priced products, meeting needs of Global auto Industry. Our motto is to provide a worldwide customer with wide range of innovative products and satisfactory customer services.

- **Starting Solutions**

Power Generations

L – Series	
M – Series	
H – Series	

- Power Generations
High Efficiency Alternator

L – Series



M – Series



H – Series



- Wiper
Wiping Solutions

Front Wiper Motor	
Smart Wiper Motor	
Rear Wiper Motor	
Wiper Linkages	

- Mechatronic

Mechatronic Solutions

ABS Motor	
EPS Motor	
Compressor Motor	
Roller Shutter Motor	

- Ignition

Stick Coil	
Plug Top Coil	

3. Non-Automotive Products

Lucas TVS is a one-stop shop for all of your auto electrical needs, especially when it comes to lowering emissions and increasing fuel efficiency. Since 1961, Lucas has been a leader in the auto electrical industry. Lucas gained a reputation for dependability, high quality, modular design, reasonably priced products, and satisfying the needs of the global car industry thanks to its extensive experience in the field of auto electrical. Our company's motto is to offer a variety of cutting-edge products and global customer service.

4. Consumer and Industrial Solutions

Product	Information	Image
BLDC Motor for Refrigerator Compressor	Powered by our proven BLDC technology, our motors for refrigerator compressors are more energy efficient, stable, and compact with low noise compared to a conventional induction motor. These motors being used to achieve the 5 star rating of the refrigerator product	
AC Indoor Unit motor	Lucas TVS offers energy efficient and low noise, sensor-less BLDC Motors for Air conditioner application (indoor unit). It's unique DMC molded and laminated build eliminates core vibrations and offers a highly reliable motor with excellent environment protection	
AC Outdoor Unit motor	Lucas TVS offers energy efficient and low noise, sensor-less BLDC Motors for Air conditioner application (outdoor unit). It's unique DMC moulded and laminated build	

	eliminates core vibrations and offers a highly reliable motor with excellent environment protection.	
Refrigerator Compressor	Lucas TVS offers innovative compact twin rotary compressors for refrigeration systems with higher energy efficiency, low power consumption with retro-fit capability to current refrigerator compressors. Available in 48V DC and 230V AC input variants and compatible with current & upcoming low GWP refrigerants for LBP, MBP & HBP applications	
BLDC Railway Coach Fan	Currently railway carriage fans either use brushed DC motors or high-power AC motors. In order to reduce maintenance cost Lucas TVS has developed a BLDC railway coach with 50% reduced power consumption and higher Air-flow	

BLDC Ceiling Fan	Powered by BLDC motors, Lucas TVS offers 5 Star rated ceiling fans with higher energy efficiency, lesser electricity consumption and a smoother air flow compared to conventional induction motor. Five Star Rating certified by BEE	
BLDC Motor for Water Pump	Built with high performance Neodymium magnets, our BLDC motors for water pumps provide higher energy efficiency, smoother high-speed operations with lower noise and less power consumption compared to an induction motor.	
Motors for Washing Machine	Lucas TVS offers high efficiency and low noise induction motors as well as BLDC motors for Washing machine application (Semi-Automatic/Fully Automatic) in wide ranges	

1.5. OBJECTIVES OF STUDY

- To study the employee's awareness in labour law.
- To access the labour law act which are used in the organization.
- To evaluate employee awareness on labour law which are been presented in the organization.

1.6. NEED OF THE STUDY

- In order to test awareness of the labour law present in day-to-day operations.
- Analyse the organization outcome in respect to labour law to the employees.
- Know about the policies created by the government to safeguard the interest of the employees.
- Evaluate if the company adopt the policies provided by the government.

1.7. SCOPE OF THE STUDY

- Know about the legal restrictions working in the manufacturing sector.
- Reaching out the employees regarding the privileges provided by the employer.
- Contemplating the structure of existing and revised Labour Law Act.

CHAPTER 2 - REVIEW OF LITERATURE

2.1 Review of Literature

- 1)** Barhate (2015), in his doctoral dissertation studied Industrial disputes and the alternate system of resolution of dispute under the Industrial Disputes Act, 1947. One of the most important objectives of this research work was to study various alternate dispute resolution methods under the Industrial Disputes Act, 1947 and critically analysing the functioning of these machineries.
- 2)** Sapkal (2015), In his study examined the relevance of method of conciliation in the settlement of industrial disputes and examined the impact of mandatory and non-mandatory conciliation mechanisms on the negotiated settlement and dispute resolution time. Findings from the study indicated that, at an aggregate level, industrial disputes resolved through the mandatory conciliation process are less time consuming than the disputes in the labour courts.
- 3)** Joseph (2014) examined industrial disputes and disputes resolution in employer employee relations and attempted to address the question related to the nature of reforms in this important area of stakeholder engagement. The author observed that so long there is an employer and employee, and there are terms of employment, there will be differences, conflicts over interests and rights, contrast between what the employee is expected to deliver and what the employee gets in return from the employer.
- 4)** Arputharaj, M.J. and Gayatri, R. (2014) in their paper classified the causes of industrial disputes as Economic causes, Management causes, Political causes. Economic causes have questions relating to bonus, wages, allowances and retrenching of workers by the management, rationalisation and automation, defective system of retrenchment, leave etc. Less wages when the prices are rising, demand for an increase in D.A., miserable living and working conditions, hours of work, etc. are some other economic reasons that caused a number of strikes in India.

- 5) Agrawal A. (2012) It revealed clear lack of a well-defined and workable system of maternal and neonatal health for domestic workers in the informal economy and the critical need for such support.
- 6) Mohammed Y. (2011), conducted the Mapping Study of Home Based Workers in Uttar Pradesh, With the major objectives of identifying and map the home based workers and the organizations representing them, to prepare a status report of the Home Based Workers in the above industrial sectors with regard to the wages, housing, employer-employee relationship, occupational health, social security and lack of skills and to give recommendations on organizing the Home Based Workers and to suggest a strategy for changing the current occupational status. Observation and interview schedule was used for data collection of the study.
- 7) Venugopalan (2011) made a study to assess the performance of the machinery for industrial dispute prevention. The evaluation was done on the basis of some well-defined variables, viz. industrial disputes handled and resolved, most probable form of machinery for dispute resolution, resolving of disputes by different machinery of resolution, method of machinery for resolution of disputes used, level of management involved in dispute settlement, level of satisfaction in the functioning of machinery for resolution of disputes in Kerala. He found that conciliation and voluntary negotiation were the most commonly used methods of disputes settlement in Kerala. Further, these two methods were the most likely forms of dispute resolution perceived by the employees in the private as well as public enterprises in Kerala.
- 8) Koçer and Visser (2009), suggest that minimum wage forms are most likely to be endogenous to country-level conditions, including the make-up of political coalitions, the stage of economic development, and the presence of otherwise of complementary forms of regulation. A perspective of this kind suggests a need for a more nuanced and context-sensitive approach to the study of the effects of statutory wage fixing than we have seen in most empirical studies to date.

- 9)** (Bertola, 2009), other institutional factors find that it is a weak predictor, at best, of levels of employment and unemployment.
- 10)** Sen (2009), studied the evolution as well as the present status of industrial relations in West Bengal to providing an understanding into workers' and employers' organizations in the sub-region, coverage and trends of collective bargaining, dispute resolution and the existing mechanisms to resolve them, and recent tripartism and social dialogue practices. The paper also examined the extent to which collective bargaining's able to provide a framework for effectively governing collective labour–management relations at different levels.
- 11)** (Deakin, 2009), with common law systems experiencing faster growth by virtue of their greater efficiency. This version of the hypothesis is overly dependent on a few stylized (and arguably mis-specified) facts concerning legal systems.
- 12)** (Armour *et al.*, 2009), reliable national-level time series exist for data on employment, unemployment, inequality and GDP growth at national level, then it is for the company law area, in respect of which times-series data on one of the key variables of interest, corporate ownership structure, are limited.
- 13)** (Deakin and Sarkar, 2008) A neo-institutional account of the operation of legal rules in market settings which sees them as 'endogenous' solutions to coordination problems offers an alternative perspective which has implications for empirical analysis
- 14)** (La Porta *et al.*, 2008), Legal origin can thereby be understood as an exogenous, long-run causal variable, explaining the different economic trajectories of national systems, and the persistence of cross-national diversity.

- 15)**(La Porta *et al.*, 2008), only weakly supported empirically, given that evidence for common law systems having faster growth rates than civil law ones has proved hard to come by.
- 16)**(La Porta *et al.*, 2008), which has applications to labour law as well as to corporate and insolvency law where it was first developed. Important and influential as it is, the legal origins hypothesis is only one of a number of emerging paradigms in the social sciences with implications for the empirical study of labour law. The varieties of capitalism approach in comparative political economy have opened up a number of insights, stressing, in contrast to the legal origin's literature.
- 17)**Gatti (2008) finds that high levels of EPL are complementary to concentrated corporate ownership in coordinated market systems, with this conjunction leading to high rates of growth.
- 18)**Acharya *et al.* (2008) finds evidence of a positive relationship between dismissal protection and innovation rates as measured by patent applications, suggesting a further channel by which EPL may be linked to productivity growth
- 19)**Bhangoo (2008), studied the Regional Pattern of Industrial Disputes in India. The study had been carried out by sub-dividing the entire period into three stages. This paper attempted a detailed examination of the forms, nature, extent, causes, volume and duration of industrial disputes and work stoppages. It also undertook a comparative analysis of lockouts and strike and examined the performance of industrial relations mechanism.
- 20)**(Checchi and Nunziata, 2007), Increased product market competition, low inflation and high unemployment are more plausible factors in explaining not just union decline but also changes in the laws themselves, which are a function of union strength; some studies suggest that unionisation is a more a consequence of the macroeconomic cycle than a major influence upon it.

- 21)**(Kaufman, 2007), The consensus position is that monopsony is not an empirically significant phenomenon, 'thus giving the neoclassical side and the competitive model the upper hand in the theoretical part of the battle'.
- 22)**(Ahlering and Deakin, 2007), A weak form of the hypothesis may be more defensible: this is one in it is accepted that legal infrastructure could have a long-run influence on economic development, but which sees legal institutions as co-evolving with economic and political structures rather than as exogenously determining them.
- 23)**(Iversen and Soskice, 2007), Majority-voting systems, by contrast, are said to favour the emergence of ruling coalitions which pursue a conjunction of liberal capital markets and flexible labour markets.
- 24)**(Ahlering and Deakin, 2007). In order to assess the economic impact of particular types of labour law rules in a way which is sensitive to these possibilities, data on a range of legal and institutional features are needed, as are techniques capable of isolating the influence of these different variables of interest.
- 25)**(Lee and McCann, 2007). Since it is assumed that the firm strictly abides by the relevant law but does not go beyond the level of protection mandated in the relevant legislation, not only is the issue of non-enforcement overlooked, but no account is taken of the extent to which firms would observe the standards set out in the law in any event (which 'standard' firms would in practice be the most likely to do).
- 26)**(Kaufman, 2007), The empirical reassessment of the US evidence has led even some supporters of minimum wage regulation to take the view that there is now, once again, a consensus in favour of it having negative impacts.
- 27)**(Metcalf, 2007). There had been a positive impact on earnings, with the rate of increase in the real value of the minimum rate accelerating after 2002.

- 28)**Amable, Demou and Gatti (2007) report evidence to the effect that, in OECD countries, product market deregulation produces higher growth only in conjunction with the preservation of a high level of EPL.
- 29)**(Neumark and Wascher, 2006), Long-run panel data studies have tended to find negative employment effects, leading a recent overview to conclude that around two thirds of the relevant studies 'give a relatively consistent (although not always statistically significant) indication of negative employment effects of minimum wages.
- 30)**Bassanini and Venn (2006) carry out an analysis of the impact of EPL in what they call 'EPL-binding' industries, which they characterize as those with a higher propensity to dismiss workers in a downturn, as opposed to non-binding ones.
- 31)**(Hyde, 2006), Labour law rules may have redistributive aims, while at the same time giving expression to notions of fair treatment which serve as 'focal points' in bargaining between the parties.
- 32)**Hewitt, (2005), The logic underlying consumerism initiatives is that exposing employees to more information about the cost of health care.
- 33)**Neal and Kuang (2005) the availability of work family benefits and a supportive work family culture interactively determined employee job satisfaction.
- 34)**(Nickell *et al.*, 2005), In time series analyses of the performance of OECD countries since the 1960s, unionisation rates emerge as a stronger influence on unemployment.
- 35)**(Baker *et al.*, 2005; Baccaro and Rei, 2007), The labour law institutions as a whole are unimportant as determinants of macroeconomic outcomes by comparison to such factors as interest rate policy and central bank independence.

- 36)** Krishna Moorthy (2005), studied the changes that have happened in the scenario of industrial relations in the textile industry of Tamil Nadu after the economic reforms of the nineties came into being. He observed that the number of industrial disputes as well as the number of workers involved in those disputes have decreased gradually in the post reforms period in Tamil Nadu.
- 37)** Botero *et al.* (2004), The main purpose of developing indices of this kind is to carry out statistical analysis aimed at isolating the economic effects of labour laws; here, again, a number of methodological issues arise. carried out cross-sectional, bivariate analyses which found a number of negative impacts of labour regulation; in particular, higher scores on the labour index were correlated with lower male employment, higher youth unemployment, and a larger informal sector.
- 38)** (Manning, 2003), The concepts of asymmetric information and 'dynamic' monopsony were used to explain how imperfections could arise from the spontaneous operation of labour markets, without the need to invoke external interferences such as those derived from trade union activity or labour legislation.
- 39)** (Hall and Soskice, 2001), A coevolutionary perspective is compatible with the varieties of capitalism approach. This posits a bifurcation of systems between 'liberal market' and 'coordinated market' economics, a distinction which more or less precisely matches that between the common law and civil law legal families, but which does not view the legal system as the key explanatory variable in the way that legal origin theory does.
- 40)** (Hall and Soskice, 2001). These two approaches, despite their differences, have in common an emphasis on comparative methods, and have prompted the development of new data sources to measure cross-national differences in legal regimes. There has been a proliferation of indicators which attempt to capture the extent of variation across countries in the contents of labour law

rules. The growing availability of this kind of data has stimulated interest in statistical methods capable of isolating the impact of legal change on economic development and vice versa, particularly techniques for time-series and dynamic panel data analysis.

41)(Dickens *et al.*, 1993; Machin and Manning, 1994), employment in the low-paying sectors directly affected by this legal change fell, suggesting that in absence of regulation employers were able to exercise monopony power.

42)Micelli and Lane (1991). employees perceived level of benefits was more highly associated with benefit satisfaction than the actuarial value level of benefits provided.

43)(Minford, 1985), Prior to the 1986 Act it was 'confidently postulated' by a leading economic critic of labour legislation that abolition would 'serve to expand employment and offer competitive wages for the socially disadvantaged'.

44)(Card and Krueger, 1995), a challenge to the orthodox view emerged in the form of empirical studies apparently refuting the claim that minimum wage legislation caused higher unemployment. This work demonstrated that US states which raised their minimum wages experienced increases in both earnings and employment levels for younger workers

45)(Minford, 1985), Wage regulation (such as minimum wage or pay equity legislation, or the taking of wages out of competition through collective bargaining) depresses demand for labour. It thereby results in the exclusion from the market of those it is designed to help, that is, the low paid. Thus, minimum wage laws, for example, are predicted to have particularly adverse effects for the young, workers without formal skills or qualifications, members of ethnic minority groups, and individuals seeking to return to the labour market after a spell of unemployment.

46)(Posner, 1984). In the neoclassical model, wages and employment are set by the interaction of supply and demand for labour. The market operates as an implicit regulator of decisions to trade, so that firms which underpay risk losing their workers to competitors just as workers who overbid for wages risk exclusion from employment as firms substitute capital for labour or cease to trade.

47)(Becker, 1957), In the sense of equal pay for work of equal value; the spontaneous movement of the market to equilibrium ensures that a single price or wage is set for labour of comparable productivity. Where inequalities or imperfections are observed, they are ascribed to non- or pre-market factors, such as differences in individuals' endowments or preferences for work or leisure, or to employer's 'tastes' for discrimination.

48)(Samuelson, 1951), This was in part because of the elegance and simplicity of the underlying theory, and the lack of consensus over alternatives; most economists took the view that 'it takes a theory to beat a theory while facts only piece the theorist's hide.

49)(Stigler, 1946), which set the tone for much of the economic discussion of labour law regulation from the late 1940s onwards, and which directly inspired the economic analysis of labour law later carried out by Posner and other members of the Chicago school of law and economics

50)(Goodstein, 1994). Workplace flexibility typically involves such programs and practices as part-time or reduced load work, job sharing.

CHAPTER 3 - RESEARCH METHODOLOGY

3.1. SAMPLING METHOD:

The sampling method which is considered for the study is Convenience sampling.

3.2. SOURCES OF DATA-

Primary data: -

The primary data is collected through Questionnaire. By distributing the questionnaire in physical (printed sheet) and also in digital (google form) form.

Secondary data: -

The secondary source of data is collected through internet websites, magazines, records and journals.

3.3. AREA OF THE STUDY:

The study is conducted within the Lucas TVS Employees which is located in Padi, Chennai.

3.4. SAMPLE SIZE:

Sample size of the study is 106.

3.5. HYPOTHESIS FRAMED:

The hypothesis framed for the study is Alternate hypothesis or null hypothesis.

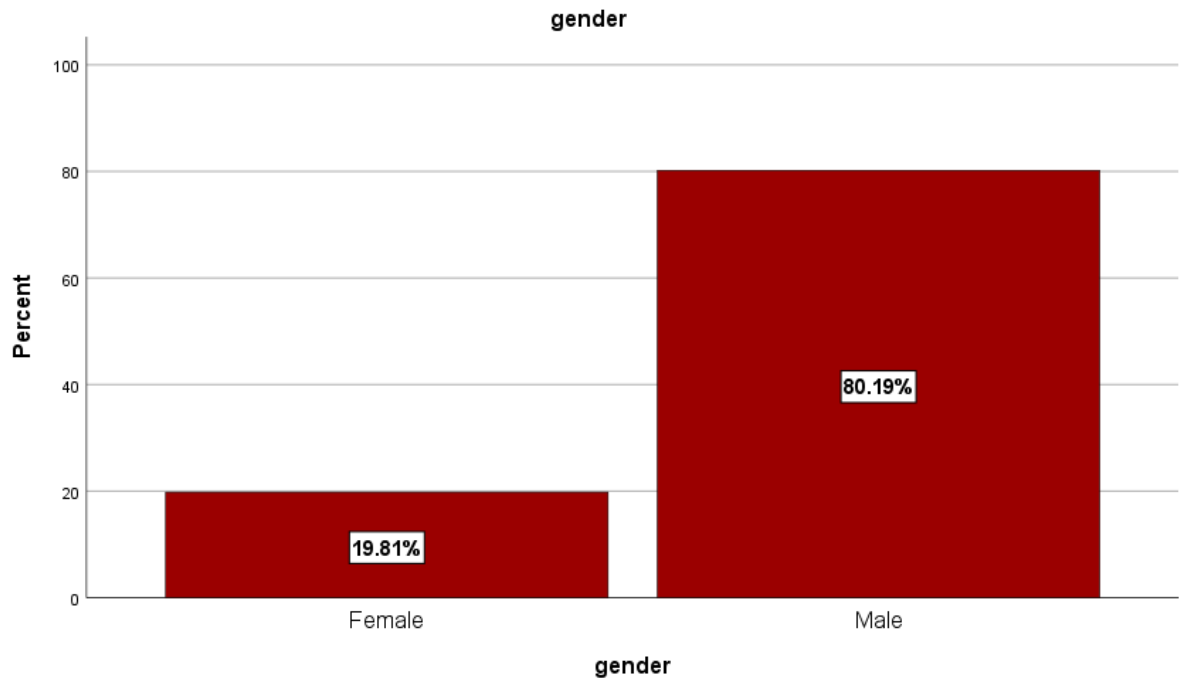
3.6. TOOLS FOR ANALYSIS:

The tools used for analysis are Pie chart, Bar chart, Percentage analysis, Cross Tabulation and Chi-square test.

CHAPTER 4 - DATA ANALYSIS AND INTERPRETATION

4.1. Gender of the respondents:

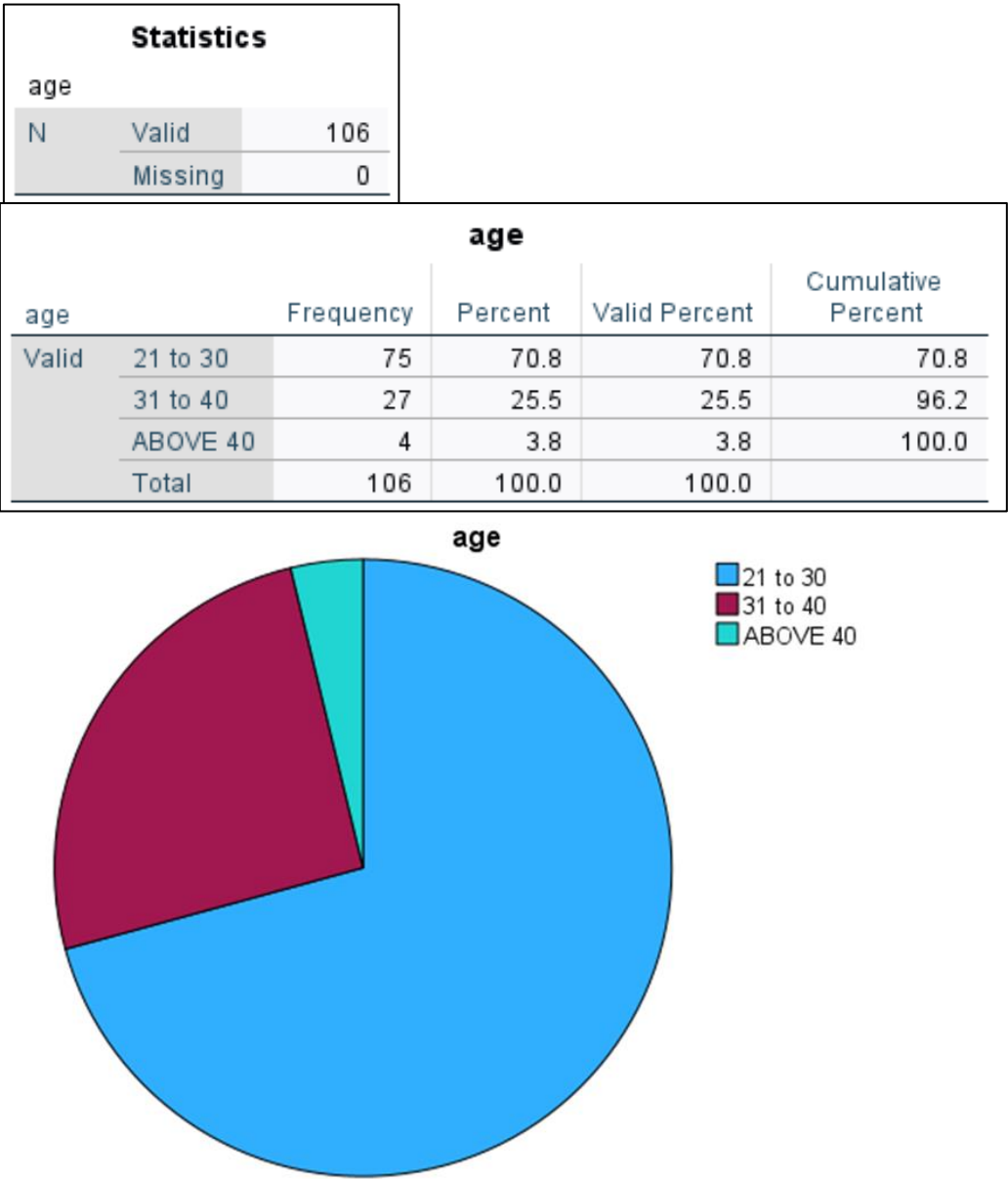
S No	Gender	No of respondents	Percentage
1	Male	85	80.20%
2	Female	21	19.80%
Total		106	100.00%



Interpretation:

Bar graph showing distribution of gender in survey participants. 80.20% (85) participants are Male and 19.80% (21) participants are female. Total number of respondents is 106. Among the survey Male participants were more.

4.2. Age of respondents:



Interpretation:

Pie chart showing percentage distribution of Age in survey participants.70.8% (75) participants are were at the age of 21 to 30, 25.5% (27) participants are were at the age of 31 to 40 and 3.8% (4) participants are were at the age of above 40. Among the participants age between 21 to 30 are more which is 75 participants and age above 40 are less which is 4 participants.

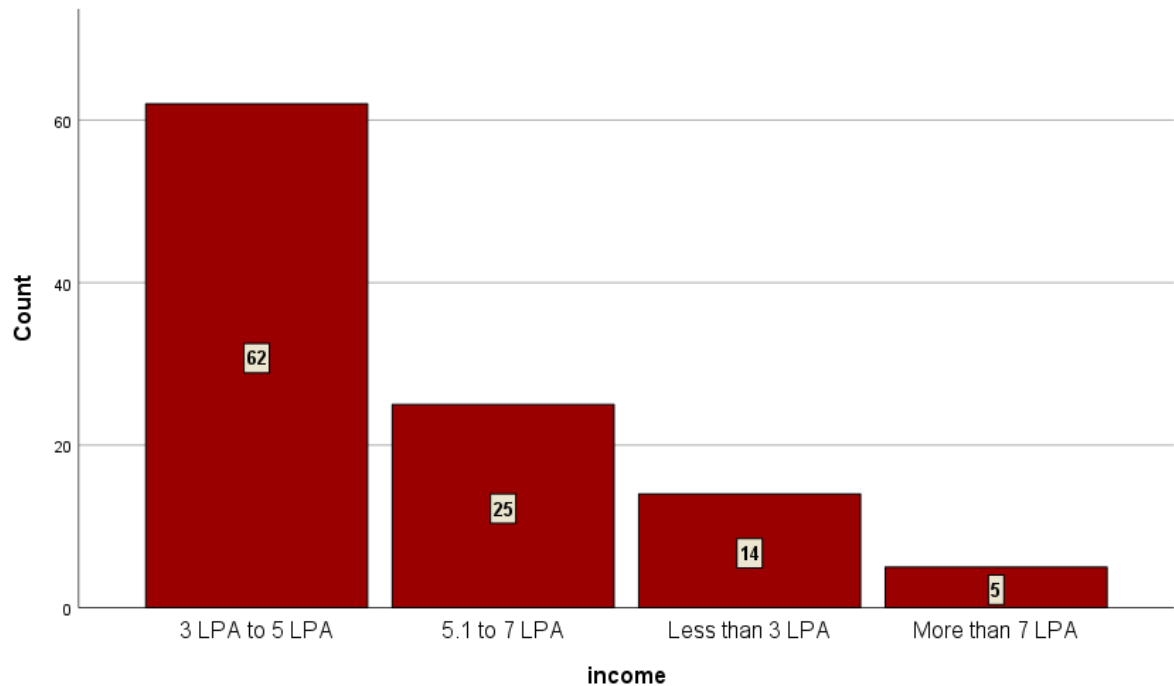
4.3. Income of respondents:

Frequencies

Statistics			
		income	gender
N	Valid	106	106
	Missing	0	0

Frequency Table

income					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 LPA to 5 LPA	62	58.5	58.5	58.5
	5.1 to 7 LPA	25	23.6	23.6	82.1
	Less than 3 LPA	14	13.2	13.2	95.3
	More than 7 LPA	5	4.7	4.7	100.0
	Total	106	100.0	100.0	



Interpretation:

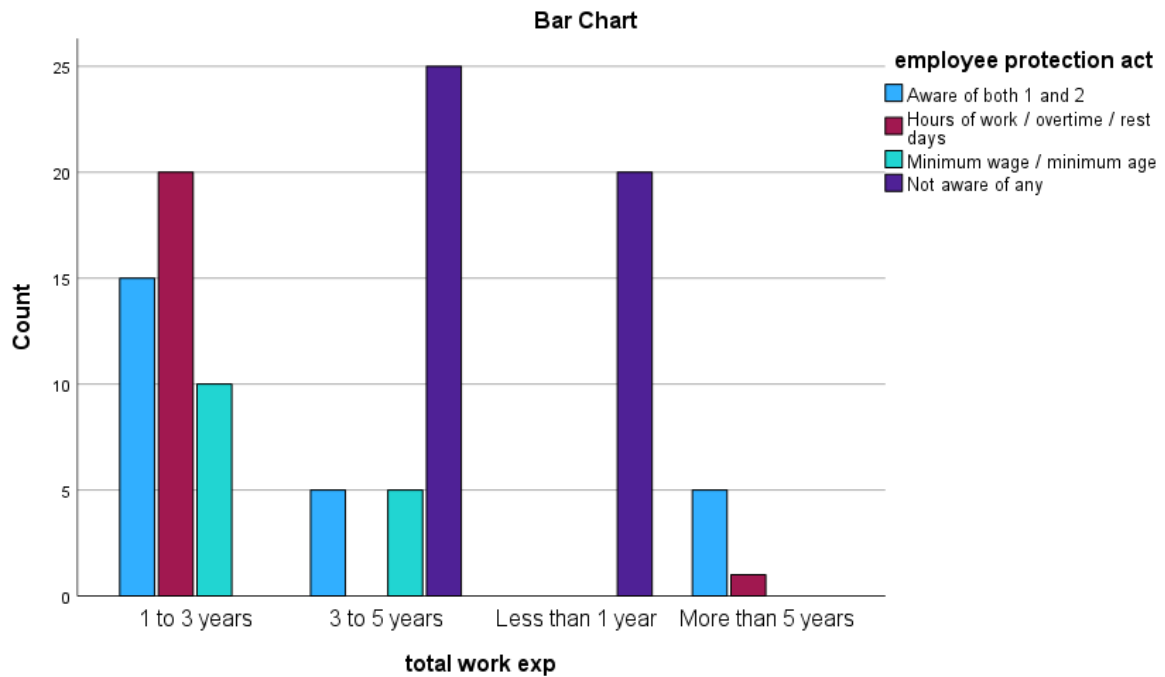
Bar graph showing distribution of Income in survey participants. 13.2% (14) participants earn below 3 LPA, 58.5% (62) participants earn between 3 LPA to 5 LPA, 23.6% (25) participants earn between 5.1 LPA to 7 LPA and 4.7% (5) participants earn above 7 LPA. Total number of valid respondents is 106 and the more respondent earn between 3 LPA to 5 LPA which is 62 participants.

4.4. Crosstabulation of Total work experience and employee protection Act awareness:

Crosstabs

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
total work exp * employee protection act	106	100.0%	0	0.0%	106	100.0%

total work exp * employee protection act Crosstabulation						
Count		employee protection act				Total
		Aware of both 1 and 2	Hours of work / overtime / rest days	Minimum wage / minimum age	Not aware of any	
total work exp	1 to 3 years	15	20	10	0	45
	3 to 5 years	5	0	5	25	35
	Less than 1 year	0	0	0	20	20
	More than 5 years	5	1	0	0	6
Total		25	21	15	45	106



Interpretation:

The Crosstabulation and clustered bar chart shows Total work experience and awareness on Employee protection Act. Total work experience of participants which is in x axis and Employee protection Act awareness which is in y axis. Total participants are 106 in which with crosstabulation respondents those who are aware Minimum wage / minimum age are 15, respondents those who are aware of Hours/ overtime / rest days are 21, respondents those who are aware of both are 25 and respondents those who are not aware of any are 45 and 20 were less than 1 year of experience, 45 were between 1 to 3 years of experience, 35 were between 3 to 5 years of experience and 6 participants were more than 5 years of experience. By this there are a greater number of respondents those who are not aware of Employee protection Act which is 45 participants and the awareness on Employee protection Act was mostly known by respondents who come in between 1 to 3 years of experience which is 45 respondents.

4.5. Chi-square test between gender and awareness on Air & Water pollution Act Crosstabs

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
gender * safety awareness on air and water	106	100.0%	0	0.0%	106	100.0%

gender * safety awareness on air and water Crosstabulation				
Count				
		safety awareness on air and water		Total
		No	Yes	
gender	Female	8	13	21
	Male	37	48	85
Total		45	61	106

Chi-Square Tests					
	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.204 ^a	1	.652		
Continuity Correction ^b	.042	1	.838		
Likelihood Ratio	.205	1	.651		
Fisher's Exact Test				.806	.422
N of Valid Cases	106				

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 8.92.

b. Computed only for a 2x2 table

Interpretation:

The above table shows crosstabulation between gender and awareness on Air and Water pollution Act and chi-square test of gender and awareness on Air & Water pollution Act in which there are 48 male and 13 female who are aware of Air and water pollution Act and 37 male and 8 female who does not know about the Air and water pollution Act and in chi-square test it shows that there is 0 cells which have expected count less than 5 and minimum count is 8.92. Pearson chi-square value is 0.204 with 1 degree of freedom and the significance value is 0.652 which is more than 0.05 then the null hypothesis (H_0) is rejected and there is no significant difference between gender and awareness on Air and water pollution Act and the total respondents who are aware of Air and water protection act is 61 in which 48 are male and 13 are female.

CHAPTER 5 – FINDINGS, SUGGSSIONS AND CONCLUSION

5.1. FINDINGS OF THE STUDY

- Total number of respondents is 106. Among the survey Male participants were more.
- There were 80.20% (85) participants are Male and 19.80% (21) participants are female.
- Among the participants age between 21 to 30 are more which is 75 participants and age above 40 are less which is 4 participants.
- The percentage shows the participants income level in which, 13.2% (14) participants earn below 3 LPA, 58.5% (62) participants earn between 3 LPA to 5 LPA, 23.6% (25) participants earn between 5.1 LPA to 7 LPA and 4.7% (5) participants earn above 7 LPA.
- Total number of valid respondents is 106 and the more respondent earn between 3 LPA to 5 LPA which is 62 participants.
- There are a greater number of respondents those who are not aware of Employee protection Act which is 45 participants.
- The awareness on Employee protection Act was mostly known by respondents who come in between 1 to 3 years of experience which is 45 respondents.
- The total respondents who are aware of Air and water protection act is 61 in which 48 are male and 13 are female.
- Pearson chi-square value is 0.204 with 1 degree of freedom and the significance value is 0.652 which is more than 0.05 then the null hypothesis (H0) is rejected and there is no significant difference between gender and awareness on Air and water pollution Act.

5.2. SUGGESTION & RECOMMENDATIONS

- Information on labour rights is lacking in the economy.
- Such information gaps may seem convenient for country with no interest in raising awareness about legislation with the ultimate aim of improving it.
- The actual victim is the worker who never gets to know about his/her rights.
- Employers presumably also have no interest in raising a worker's awareness on labour rights.
- It should be the duty of the government to raise the awareness to the employees.
- There should be a legal authority who should be into the organisation so that he can act as an instructor or guardian of the employees.
- The organisation should adopt to new policies so that to overcome any old obligations.

5.3. CONCLUSION

The current study clarifies the amount of knowledge industrial workers have regarding the Factories Act, Industrial Disputes Act, Minimum Wages Act, and Payment of Wages Act based on their age and experience. According to the study's findings, there are noticeable differences between workers' levels of knowledge of the behaviours covered by the study depending on their age and experience. The considerable differences in workers' levels of awareness of the various acts stated in the study across different age and experience categories were further examined in cross tabulation and Pearson chi-square analysis. As workers' ages and levels of experience rise and their exposure to organisational practises grows, so does their level of awareness.

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ANNEXURE – I

Questionnaire

1. Name:
2. Age:
 - ☐ Below 20
 - ☐ 20 to 30
 - ☐ 30 to 40
 - ☐ Above 40
3. Gender
 - ☐ Male
 - ☐ Female
4. Income:
 - ☐ Below 3 LPA
 - ☐ 3 LPA - 5 LPA
 - ☐ 5.1 LPA – 7 LPA
 - ☐ More than 7 LPA
5. Department:
6. Date of joining:
7. Total work experience
 - ☐ Below 1 year
 - ☐ 1 – 3 years
 - ☐ 3 – 5 years
 - ☐ More than 5 years
8. How satisfied are you with the work culture at Lucas TVS?
 - ☐ Highly satisfied
 - ☐ Satisfied
 - ☐ Neutral
 - ☐ Less satisfied
 - ☐ Dis-satisfied
9. Does the company provide job security ON or after joining?
 - ☐ Yes
 - ☐ No

10. How satisfied are you with your salary/wage?

- ☐ Highly satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Less satisfied
- ☐ Dis-satisfied

11. If any crisis occurs, do you know whom to approach?

- ☐ Yes
- ☐ No

12. How satisfied are you with the employee superior-subordinate relationship?

- ☐ Highly satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Less satisfied
- ☐ Dis-satisfied

13. Does the company give you additional beneficiaries that include both monetary and non-monetary benefits?

- ☐ Yes
- ☐ No

14. Does the company deal with water or gas related materials for production?

- ☐ Yes
- ☐ No

15. Do you think the company takes appropriate action if any accident or mishap occurs?

- ☐ Yes
- ☐ No

16. Are you aware of industrial dispute act, if yes then how did you come to know about the Act?

- ☐ Self-research/ word of mouth
- ☐ Company awareness
- ☐ From colleague
- ☐ Not aware of the Act

17. Are you familiar with employee's protection Act presented by the government, if yes do you know what does it deals with?

- ☐ Minimum wage / Minimum Age
- ☐ Hours of work / Overtime / Rest Days
- ☐ Both 1 and 2
- ☐ Not aware of any

18. Does the company perform safety awareness on The Air and Water Pollution Act?

- ☐ Yes
- ☐ No

19. Are you aware of legal framework provided by government of India? If yes check on the boxes provided below.

- ☐ The factories Act
- ☐ The payment of wages Act
- ☐ Workmen compensation Act
- ☐ Not aware of any

20. Are you aware of the law for employment of women in the company? If yes check on boxes provided below.

- ☐ The contract labour Act, 1970
- ☐ The factories Act
- ☐ Maternity benefit Act
- ☐ Not aware of any

ANNEXURE – II

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<https://www.britannica.com/topic/labour-law/Trade-unions-and-industrial-relations>

<https://labour.gov.in/labour-law-reforms>

<http://dcmsme.gov.in/publications/policies/lframe.htm#Legal>

<https://www.usemultiplier.com/india/employment-laws>

<http://dcmsme.gov.in/publications/policies/lframe.htm#Legal>

A STUDY ON EMPLOYEE AWARENESS IN LABOUR LAW AT LUCAS TVS LTD.

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I. ABSTRACT

The study looks at how well aware employees are about labour laws and what are the labour law Act that are being used in the organization to safeguard the interest of the employee and to evaluate the employee awareness on labour law Act which are being used in the organization. In the study convenience sampling method was used, for better comprehension of respondent's data are collected through various source. The primary data was collected through distributing questionnaire to the employees in physical and digital form, the secondary data was collected through internet, websites, magazines and record and journals. The tools which are used for analysis are pie chart, bar chart, percentage analysis, cross tabulation and chi-square test. And the hypothesis which is framed are alternate or null hypothesis. There were 106 respondents for the research, according to the study findings worker have a lower level of awareness on labour law policies that was implemented by the constitution and is being followed by the organisation.

II. INTRODUCTION

Individual labour law is concerned with an employee's rights at work, including through the employment contract. Employment standards are social norms that, in some situations, can include technical requirements for the bare minimum socially acceptable working conditions that are permitted for employees or independent contractors. Individual labour law is concerned with an employee's rights at work, including through the employment contract. Employment standards are social norms that, in some situations, can include technical requirements for the bare minimum socially acceptable working conditions that are permitted for employees or independent contractors.

III. COMPANY PROFILE

Lucas TVS was established in 1962 as Joint Venture between Lucas Industries Plc UK (now Lucas Varity) and T V Sundaram Iyengar & Sons (TVS), India, to manufacture Automotive Electrical Systems. Lucas started operations in India from 1930 as Lucas Indian Service for providing warranty and after sales service to many of the imported vehicles which carried Lucas parts. In India, Lucas TVS is a market leader in automotive electricals, providing a variety of electrical parts for automobiles, tractors, commercial vehicles, two- and three-wheelers, and other vehicles. Deming Grand Prize certification for TQM Practises Group Turnover and Group Employee Count is held by Lucas-TVS.

IV. STATEMENT OF THE PROBLEM

In this study the researcher has to study the awareness of employees on labour law at Lucas TVS ltd. and to study various policies that is been provided by the government to safeguard the interest of employees working in organization. This intern will give the result about how employees are well aware are about labour law provided by the government and being followed by the organization.

V. REVIEW OF LITERATURE

- A. *Barhate (2015)*, in his doctoral dissertation studied Industrial disputes and the alternate system of resolution of dispute under the Industrial Disputes Act, 1947. One of the most important objectives of this research work was to study various alternate dispute resolution methods under the Industrial Disputes Act, 1947 and critically analysing the functioning of these machineries.

- B. *Sapkal (2015)*, In his study examined the relevance of method of conciliation in the settlement of industrial disputes and examined the impact of mandatory and non-mandatory conciliation mechanisms on the negotiated settlement and dispute resolution time. Findings from the study indicated that, at an aggregate level, industrial disputes resolved through the mandatory conciliation process are less time consuming than the disputes in the labour courts.
- C. *Joseph (2014)* examined industrial disputes and disputes resolution in employer employee relations and attempted to address the question related to the nature of reforms in this important area of stakeholder engagement. The author observed that so long there is an employer and employee, and there are terms of employment, there will be differences, conflicts over interests and rights, contrast between what the employee is expected to deliver and what the employee gets in return from the employer.
- D. *Arputharaj, M.J. and Gayatri, R. (2014)* in their paper classified the causes of industrial disputes as Economic causes, Management causes, Political causes. Economic causes have questions relating to bonus, wages, allowances and retrenching of workers by the management, rationalisation and automation, defective system of retrenchment, leave etc. Less wages when the prices are rising, demand for an increase in D.A., miserable living and working conditions, hours of work, etc. are some other economic reasons that caused a number of strikes in India.
- E. *Koçer and Visser (2009)*, suggest that minimum wage forms are most likely to be endogenous to country-level conditions, including the make-up of political coalitions, the stage of economic development, and the presence of otherwise of complementary forms of regulation. A perspective of this kind suggests a need for a more nuanced and context-sensitive approach to the study of the effects of statutory wage fixing than we have seen in most empirical studies to date.

VI. OBJECTIVES OF THE STUDY

- To study the employee's awareness in labour law.
- To access the labour law act which are used in the organization.
- To evaluate employee awareness on labour law which are been presented in the organization.

VII. METHODOLOGY:

The sampling method which is considered for the study is Convenience sampling. The primary data is collected through Questionnaire. By distributing the questionnaire in physical (printed sheet) and also in digital (google form) form. The secondary source of data is collected through internet websites, magazines, records and journals. The study is conducted within the Lucas TVS Employees which is located in Padi, Chennai. Sample size of the study is 106. The hypothesis framed for the study is Alternate hypothesis or null hypothesis. The tools used for analysis are Pie chart, Bar chart, Percentage analysis, Cross Tabulation and Chi-square test.

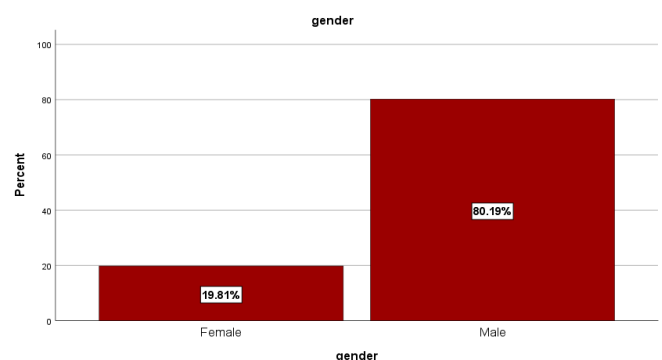
VIII. DATA ANALYSIS AND INTERPRETATION

A. Gender of the respondents:

Table 1.

S No	Gender	No of respondents	Percentage
1	Male	85	80.20%
2	Female	21	19.80%
Total		106	100.00%

Fig.1.



Interpretation:

Bar graph showing distribution of gender in survey participants. 80.20% (85) participants are Male and 19.80% (21) participants are female. Total number of respondents is 106. Among the survey Male participants were more.

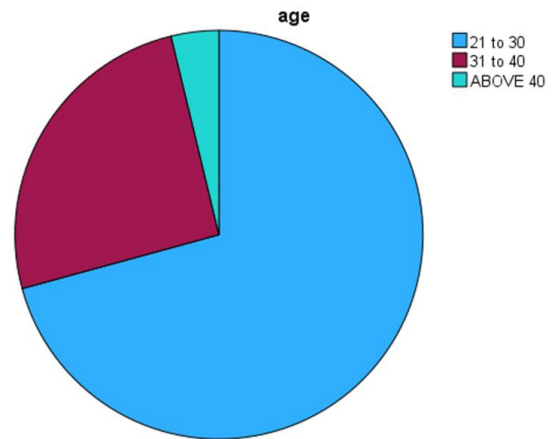
B. Age of respondents:

Table.2.

Statistics			
age			
N	Valid		106
	Missing		0

age					
age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21 to 30	75	70.8	70.8	70.8
	31 to 40	27	25.5	25.5	96.2
	ABOVE 40	4	3.8	3.8	100.0
	Total	106	100.0	100.0	

Fig.2.



Interpretation:

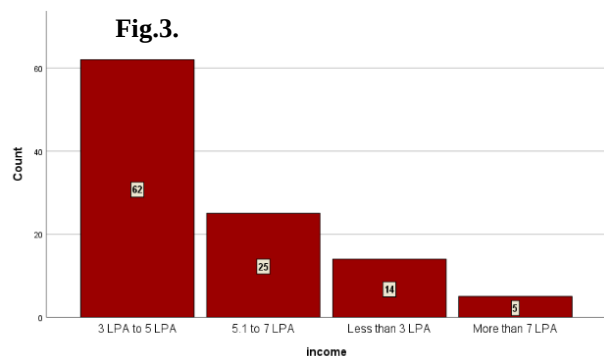
Pie chart showing percentage distribution of Age in survey participants. 70.8% (75) participants are were at the age of 21 to 30, 25.5% (27) participants are were at the age of 31 to 40 and 3.8% (4) participants are were at the age of above 40. Among the participants age between 21 to 30 are more which is 75 participants and age above 40 are less which is 4 participants.

C. Income of respondents:

Table.3.

Frequencies

Statistics				
		income	gender	
N	Valid	106	106	
	Missing	0	0	



Frequency Table

income					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 LPA to 5 LPA	62	58.5	58.5	58.5
	5.1 to 7 LPA	25	23.6	23.6	82.1
	Less than 3 LPA	14	13.2	13.2	95.3
	More than 7 LPA	5	4.7	4.7	100.0
	Total	106	100.0	100.0	

Interpretation:

Bar graph showing distribution of Income in survey participants. 13.2% (14) participants earn below 3 LPA, 58.5% (62) participants earn between 3 LPA to 5 LPA, 23.6% (25) participants earn between 5.1 LPA to 7 LPA and 4.7% (5) participants earn above 7 LPA. Total number of valid respondents is 106 and the more respondent earn between 3 LPA to 5 LPA which is 62 participants.

D. Crosstabulation of Total work experience and employee protection Act awareness:

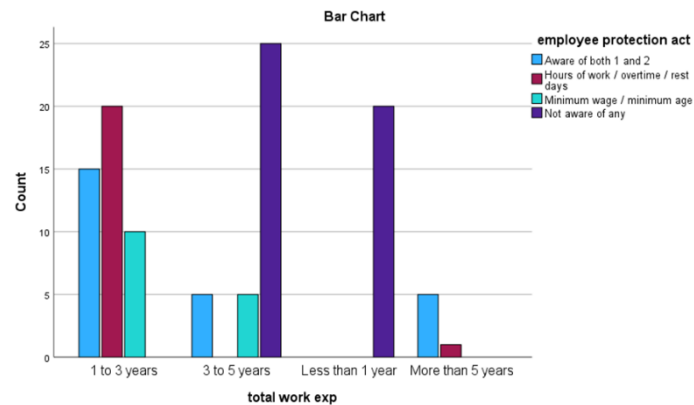
Table.4.

Fig.4.

Crosstabs

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
total work exp * employee protection act	106	100.0%	0	0.0%	106	100.0%

total work exp * employee protection act Crosstabulation						
Count		employee protection act				Total
		Aware of both 1 and 2	Hours of work / overtime / rest days	Minimum wage / minimum age	Not aware of any	
total work exp	1 to 3 years	15	20	10	0	45
	3 to 5 years	5	0	5	25	35
	Less than 1 year	0	0	0	20	20
	More than 5 years	5	1	0	0	6
Total		25	21	15	45	106



Interpretation:

The Crosstabulation and clustered bar chart shows Total work experience and awareness on Employee protection Act. Total work experience of participants which is in x axis and Employee protection Act awareness which is in y axis. Total participants are 106 in which with crosstabulation respondents those who are aware Minimum wage / minimum age are 15, respondents those who are aware of Hours/ overtime / rest days are 21, respondents those who are aware of both are 25 and respondents those who are not aware of any are 45 and 20 were less than 1 year of experience, 45 were between 1 to 3 years of experience, 35 were between 3 to 5 years of experience and 6 participants were more than 5 years of experience. By this there are a greater number of respondents those who are not aware of Employee protection Act which is 45 participants and the awareness on Employee protection Act was mostly known by respondents who come in between 1 to 3 years of experience which is 45 respondents.

E. Chi-square test between gender and awareness on Air & Water pollution Act Crosstabs

Table.5.

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
gender * safety awareness on air and water	106	100.0%	0	0.0%	106	100.0%

gender * safety awareness on air and water Crosstabulation				
Count		safety awareness on air and water		Total
		No	Yes	
gender	Female	8	13	21
	Male	37	48	85
Total		45	61	106

Chi-Square Tests					
	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.204 ^a	1	.652		
Continuity Correction ^b	.042	1	.838		
Likelihood Ratio	.205	1	.651		
Fisher's Exact Test				.806	.422
N of Valid Cases	106				

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 8.92.
b. Computed only for a 2x2 table

Interpretation:

The above table shows crosstabulation between gender and awareness on Air and Water pollution Act and chi-square test of gender and awareness on Air & Water pollution Act in which there are 48 male and 13 female who are aware of Air and water pollution Act and 37 male and 8 female who does not know about the Air and water pollution Act and in chi-square test it shows that there is 0 cells which have expected count less than 5 and minimum count is 8.92. Pearson chi-square value is 0.204 with 1 degree of freedom and the significance value is 0.652 which is more than 0.05 then the null hypothesis (H0) is rejected and there is no significant difference between gender and awareness on Air and water

pollution Act and the total respondents who are aware of Air and water protection act is 61 in which 48 are male and 13 are female.

IX. FINDINGS OF THE STUDY

- Total number of respondents is 106. Among the survey Male participants were more.
- There were 80.20% (85) participants are Male and 19.80% (21) participants are female.
- Among the participants age between 21 to 30 are more which is 75 participants and age above 40 are less which is 4 participants.
- The percentage shows the participants income level in which, 13.2% (14) participants earn below 3 LPA, 58.5% (62) participants earn between 3 LPA to 5 LPA, 23.6% (25) participants earn between 5.1 LPA to 7 LPA and 4.7% (5) participants earn above 7 LPA.
- Total number of valid respondents is 106 and the more respondent earn between 3 LPA to 5 LPA which is 62 participants.
- There are a greater number of respondents those who are not aware of Employee protection Act which is 45 participants.
- The awareness on Employee protection Act was mostly known by respondents who come in between 1 to 3 years of experience which is 45 respondents.
- The total respondents who are aware of Air and water protection act is 61 in which 48 are male and 13 are female.
- Pearson chi-square value is 0.204 with 1 degree of freedom and the significance value is 0.652 which is more than 0.05 then the null hypothesis (H0) is rejected and there is no significant difference between gender and awareness on Air and water pollution Act.

X. CONCLUSION

The current study clarifies the amount of knowledge industrial workers have regarding the Factories Act, Industrial Disputes Act, Minimum Wages Act, and Payment of Wages Act based on their age and experience. According to the study's findings, there are noticeable differences between workers' levels of knowledge of the behaviours covered by the study depending on their age and experience. The considerable differences in workers' levels of awareness of the various acts stated in the study across different age and experience categories were further examined in cross tabulation and Pearson chi-square analysis. As workers' ages and levels of experience rise and their exposure to organisational practises grows, so does their level of awareness.

XI. REFERENCES

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