

A STUDY ON EFFECTIVENESS OF LABOURS WELFARE MEASURES WITH REFERENCE TO WONJIN AUTOPARTS INDIA PVT LTD, CHENNAI

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

BY

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SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

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

Accredited with Grade "A" by NAAC

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Wishing you good luck in future endeavors.

For Wonjin Auto parts India Pvt. Ltd.



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DECLARATION

I ARAVIND V (41410033) hereby declare that the Project Report entitled **“A STUDY ON EFFECTIVENESS OF LABOURS WELFARE MEASURES WITH REFERENCE TO WONJIN AUTOPARTS INDIA PVT LTD, CHENNAI”** done by me under the guidance of is submitted in partial fulfillment of the requirements for the award of Master of Business Administrative degree.



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ARAVIND V

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ABSTRACT

The project is done under the title “A STUDY ON LABOUR’S WELFARE WITH REFERENCE TO WONJIN AUTOPARTS INDIA PVT LTD ”. The objective of the study includes, to study about labour’s Welfare, health and safety measures in Wonjin Autoparts India Pvt Ltd , to identify whether the labour’s are satisfied with the welfare facilities provided to them, to identify the reasons for non use of Personnel Protective Equipment (PPE’S), to analyze the health related issues and health facilities provided to labours.

The study gives ideas about how far labours are satisfied with prevailing welfare facilities .To find out health related problems among the labour’s and how far the health facilities are helpful and also to create the awareness regarding safety equipments among the workers.

Organization like Wonjin Autoparts India Pvt Ltd is more prone to labour problems. In order to bring down labour problems, labour health, safety and welfare measures should be given due importance. Management must also ensure that facilities provided by should reach the labours. Through this analysis we should avoid probable accidents and injuries in ports and docks through personal protective equipments.

The sample size taken for the study is 150 and the sampling design used for the study is stratified random sampling. Structured questionnaire were used to collect the primary data from the labours.

The stratified tool which has been used is percentage analysis, weighted average method and One-Way ANOVA. Using this, the result of the analysis, findings and suggestions have been arrived.

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CHAPTER I

1.1 INTRODUCTION

Wonjin Autoparts India Pvt Ltd is the pioneering among the major Indian ports with overcoming challenges after challenges and steadily growing in prominence. 126 years down the line service the port as no sign of ageing. The labour's are also been the part of this great achievements, the study reveals about the welfare, Health and Safety measures provided to the labour's by Wonjin Autoparts India Pvt Ltd.

Labour welfare is a comprehensive term including various services, facilities and amenities provided to labours for their betterment. It is an essential part of social welfare; it involves adjustment of an labour's work life and family life to the community or social life.

In port occupational health services have very broad functions, going far beyond medical supervision of the personnel and concerned at least as much with treatment, it will usually be convenient in a port of any size, for the port authorities to organize their own medical services with medical services with medical and nursing personnel employed part time or full time according to the number of workers to be supervised.

Accidents and injuries in ports and docks may be caused by environmental factors like bad weather, confined spaces, poor lighting and so on and in many instances, by the need to work fast. A number of accidents could be attributed to non use of Personal Protective Equipments (PPE'S). The type and degree of hazards during dock work vary according to the nature of the cargo and the working conditions.

Thus the basic purpose of labour welfare is to improve the lot of the working class and thereby make a worker a good labour and a happy citizen & the basic purpose of labour's health and safety is to make them feel that their organization gives more value to their life and provide best in facilities rather than any other.

1.2 INDUSTRY PROFILE

1.2.1 INTRODUCTION

India has become the fastest-growing economy in the world in recent years. This fast growth, coupled with rising incomes, boost in infrastructure spending and increased manufacturing incentives, has accelerated the automobile industry. The two-wheeler segment dominated the automobile industry because of the Indian middle class, with automobile sales standing at 17.51 million units in FY22.

Significant demand for automobiles also led to the emergence of more original equipment and auto components manufacturers. As a result, India developed expertise in automobiles and auto components, which helped boost international demand for Indian automobiles and auto components. Hence, the Indian automobile industry has a considerable impact on the auto component industry.

India's auto component industry is an important sector driving macroeconomic growth and employment. The industry comprises players of all sizes, from large corporations to micro entities, spread across clusters throughout the country. The auto components industry accounted for 2.3% of India's GDP and provided direct employment to 1.5 million people. By 2026, the automobile component sector will contribute 5-7% of India's GDP.

The industry is a leader in exports and provides jobs to over 3.7 crore people. From FY16-FY22, the industry registered a CAGR of 6.35% and was valued at US\$ 56.50 billion in FY22. Due to the high development prospects in all vehicle industry segments, the auto component sector is expected to see double-digit growth in FY22. The industry is expected to stand at US\$ 200 billion by FY26.

1.2.2 MARKET SIZE

India's auto components industry's market share has significantly expanded, led by increasing demand for automobiles by the growing middle class and exports globally. Due to the remarkable growth in demand for Indian auto components, several Indian and international players have entered the industry. India's auto component industry is broadly classified into organised and unorganised sectors. While the unorganised sector consists of low-valued items and mostly serves the aftermarket category, the organised sector serves OEMs and includes high-value precision instruments.

The automobile component industry turnover stood at Rs. 4.20 lakh crore (US\$ 56.5 billion) between April 2021-March 2022 the industry had revenue growth of 23% as compared to FY18-19. In FY22, exports of auto components went up 43% to Rs. 1.41 lakh crore (US\$ 19 billion). As per the Automobile Component Manufacturers Association (ACMA) forecast, auto component exports from India is expected to reach US\$ 30 billion by 2026. The auto component industry is projected to record US\$ 200 billion in revenue by 2026. Strong international demand and resurgence in the local original equipment and aftermarket segments are predicted to help the auto component industry grow 20-23% in FY22.

1.2.3 INVESTMENTS

The Foreign Direct Investment (FDI) inflow into the automotive industry stood at US\$ 33.54 billion between April 2000-June 2022, as per data released by the Department for Promotion of Industry and Internal Trade (DPIIT).

Some of the recent investments made/planned for the auto component sector are as follows:

- In November 2022, auto components maker Sona BLW precision forgings Ltd. announced its plans to increase capex by Rs. 1,000 crores (US\$ 123.28 million) for its electric vehicles business.
- In March 2022, Minister of State for Power and Heavy Industries Mr. Krishan Pal Gurjar, said that Indian and foreign automobile manufacturers have taken initiatives to develop hydrogen fuel cell vehicles.

- In June 2022, German auto component major ZF inaugurated and expanded its new tech centre in India.
- In January 2022, e-bike maker Emotorad announced plans to raise US\$ 25 million to expand in the US markets.
- In December 2021, Exponent Energy, an Electric Vehicle (EV) start-up, secured a pre-series funding of US\$ 5 million.
- In December 2021, India's leading automobile platform CarTrade Tech invested US\$ 100 million for a new acquisition and to accelerate growth.
- In October 2021, Wheels India announced it would invest an additional Rs. 37 crore (US\$ 4.95 million) this year to support global service demand.
- In October 2021, Lucas TVS announced a 20% capacity expansion of its auto and non-auto businesses by the end of 2021.
- In October 2021, Hero Motor formed a joint venture with Japanese two-wheeler major Yamaha to manufacture electric motors for e-bicycles for the global market.
- In October 2021, the Maharashtra government signed an MoU with Causis E-Mobility Pvt. Ltd., a joint venture of UK-based Causis Group, to set up a zero-emission EV manufacturing facility at Talegaon, near Pune, with an investment of Rs. 2,800 crore (US\$ 317.96 million).
- In October 2021, Sona BLW Precision Forgings Limited, through its wholly owned subsidiary Sona Comstar eDrive Private Limited (Sona Comstar), entered a collaboration agreement with Israel's IRP Nexus Group Ltd. to develop, manufacture and supply magnetless drive motors and matching controller systems for electric two- and three-wheelers.
- In October 2021, auto component manufacturer MM Forgings Ltd. (MMF) acquired CAFOMA Autoparts for Rs. 33 crore (US\$ 4.38 million).
- In October 2021, TVS Motor Company, collaborated with Tata Power, to boost the comprehensive implementation of Electric Vehicle Charging Infrastructure (EVCi) across India and deploy solar-powered technologies at various TVS Motor locations.

- At the Investment Conclave - 2021 in Chennai, the Tamil Nadu government stated that it received investment commitments totalling Rs. 28,508 crore (US\$ 3.85 billion) from 49 companies. Electronics, automotive components, industrial parks, information technology and manufacturing are some of the sectors where these investments are expected to generate about 83,482 jobs in the state.
- The Indian government has outlined US\$ 7.8 billion for the automobile and auto component sector in Production-Linked Incentive (PLI) schemes under the Department of Heavy Industries.
- In May 2021, the Government of India approved a PLI scheme for manufacturing advanced chemistry cell batteries at an estimated outlay of Rs. 18,100 crore (US\$ 247.3 million).
- In March 2021, the government announced plans to offer fresh incentives to companies manufacturing EVs as part of a broad auto sector scheme. The scheme is expected to attract US\$ 14 billion of investment in the next five years.
- In February 2021, Vedanta Resources launched its newest product — aluminium cylinder head alloy — a crucial raw material for manufacturing cylinder heads and other automotive components.
- A cumulative investment of around Rs. 12.5 trillion (US\$ 180 billion) in vehicle production and charging infrastructure would be required until 2030 to achieve India's EV ambitions. This is likely to boost demand for auto components from local manufacturers.
- In January 2021, Suzuki Motor Corp. and Hyundai Motor Co. announced plans to explore ways to make India a key global hub for sourcing components and enable a sharp rise in vehicle exports from the country.
- In January 2021, French battery system supplier Forsee Power pledged to invest Rs. 82 crore (US\$ 11.18 million) in phase 1 of the India project.

1.2.4 GOVERNMENT INITIATIVES

The Government of India's Automotive Mission Plan (AMP) 2006-26 has been instrumental in ensuring growth for the sector. The Indian automobile industry is expected to achieve a turnover of US\$ 300 billion by 2026 by expanding at a CAGR of 15% from its current revenue of US\$ 74 billion.

In November 2020, the Union Cabinet approved a PLI scheme in automobile and auto components with an approved financial outlay over a five-year period of Rs. 57,042 crore (US\$ 8.1 billion). In September 2021, the Indian government issued notification regarding a PLI scheme for automobile and auto components worth Rs. 25,938 crore (US\$ 3.49 billion). In February 2022, the government received an investment proposal worth Rs. 45,016 crore (US\$ 6.04 billion) from 20 automotive companies under the PLI Auto scheme. This scheme is expected to create an incremental output of Rs. 2,31,500 crore (US\$ 31.08 billion).

The government's AMP 2016-26 will help the automotive industry grow and will benefit the economy in the following ways:

- The auto industry's GDP contribution will rise to over 12%.
- Additional ~65 million direct and indirect jobs will be created.
- End-of-life policy will be implemented for old vehicles.

1.2.5 ROAD AHEAD

The rapidly globalising world is creating newer opportunities for the transportation industry, especially while shifting towards electric, electronic and hybrid cars, which are deemed more efficient, safe and reliable modes of transportation. Over the next decade, this will lead to newer verticals and opportunities for auto component manufacturers. To help them adjust to the shifting dynamics of the sector, the Indian government has already offered various production incentives. India is also investing heavily in electric car infrastructure.

In December 2020, Power PSU JV EESL announced a plan to install about 500 EV charging stations in the country. The number of charging stations stood at 1,800 in

March 2021 and is expected to reach 4 lakh by 2026. This would make it easier for the auto component industry to take advantage of the EV opportunity and expertise in EV components manufacturing, thus helping India on a global scale. This, coupled with the shift in global supply chains, will help the Indian global automotive component trade to expand 4-5% to US\$ 80 billion by 2026. Moreover, the Indian auto component industry is predicted to become the third largest in the world.

1.3 COMPANY PROFILE

Wonjin Autoparts India Private Limited is a private limited company based in India and it was incorporated officially on 19/09/2003. The corporate identification number (CIN) of this company as per the official records is U34300TN2003PTC051635 and the company registration number is 051635. Its email address is finance@onegeneindia.in and its registered office address is PLOT NO.A1K, CMDA INDUSTRIALCOMPLEX,MARAIMALAI NAGAR-603 209.,Tamil Nadu,INDIA,603209.

Wonjin Autoparts India Private Limited is a manufacturer company with the industrial and NIC / SIC code of 34300 as per the official records. The company was registered in the year 2003 and its authorized share capital is INR 65,000,000 and paid up capital is INR 64,796,190. The company's business is based in the state of Tamil Nadu. The company is duly registered at Registrar of Companies, Chennai (RoC-Chennai) and is classified as the Indian Non-Government Company.

1.4 PRODUCT PROFILE

- Ancillary Components
- Boiler
- Automotive
- Ancillaries

The ancillary components in an ultrasonic transducer comprise **the casing, the cabling and any electronic circuitry, including electrical impedance matching**. Apart from its obvious function for physical protection and to prevent ingress of liquid media, the casing is also likely to need to provide electrical shielding.

The **automotive industry** comprises a wide range of companies and organizations involved in the design, development, manufacturing, marketing, selling, repairing, and modifying of motor vehicles. It is one of the world's largest industries by revenue (from 16 % such as in France up to 40 % to countries like Slovakia). It is also the industry with the highest spending on research & development per firm.

1.5 NEED FOR THE STUDY:

The study gives ideas about how far labours are satisfied with prevailing welfare facilities .To find out health related problems among the labour's and how far the health facilities are helpful and also to create the awareness regarding safety equipments among the workers.

Organization like Wonjin Autoparts India Pvt Ltd is more prone to labour problems. In order to bring down labour problems, labour health, safety and welfare measures should be given due importance. Management must also ensure that facilities provided by should reach the labours. Through this analysis we should avoid probable accidents and injuries in ports and docks through personal protective equipments.

1.6 STATEMENT OF THE PROBLEM

Here it is the duty of the management to look after the welfare measures of the employees. If the employees are satisfied with the provided welfare measures, the production will increase. The welfare measures of the employee are essential because of the nature of the industrial system.

1.7 OBJECTIVES OF THE STUDY:

- To study about labour's Welfare, health and safety measures in Wonjin Autoparts India Pvt Ltd .
- To know whether the labour's are satisfied with the welfare facilities provided to them.
- To observe the health facilities offered to the labours by the company

1.8 SCOPE OF THE STUDY:

The study will give necessary information to management for further improvement in welfare measures of the labours in the Wonjin Autoparts India Pvt Ltd .

From this study the management can identify the problem of labour's regarding health and safety of the labours working in the various department of the Wonjin Autoparts India Pvt Ltd .

The study gives feedback in identifying right thing needed for labour's, so as to provide better Welfare, Health and Safety facilities.

1.9 LIMITATIONS OF THE STUDY:

- The study involves certain problem like labour's doesn't spent time to reply for the questions.
- Few labours are reluctant to give complete information.
- There were possibilities of ambiguous replies, omission of replies to certain questions.
- Questionnaire was translated in tamil to some of the respondents which may also lead to misunderstanding of questions.
- The port is working on shift system and some of the labours who are working in night shift have not been covered under the study.

1.10 CHAPTER FRAMEWORK:

CHAPTER 1: INTRODUCTION

This chapter consists of objectives, statement of the problem, need for the study , scope of the study , limitations of the study.

CHAPTER 2: REVIEW OF LITERATURE

This chapter consists of research paper of authors who had been conducted the research study on effectiveness of welfare measures.

CHAPTER 3: RESEARCH METHODOLOGY

This chapter consists of research design, methods of data collection, sample size, sample method, statistical tools and hypothesis of the study.

CHAPTER 4: DATA ANALYSIS AND INTERPRETATION

This chapter consists of analyses of data which is collected through questionnaire and ONE-WAY ANOVA & KARL PEARSON'S CORRELATION is used as a tool to analyses the study.

CHAPTER 5: FINDINGS, SUGGESTIONS, AND CONCLUSION

This chapter consists of findings, suggestions and conclusion for the study.

CHAPTER II

2.1 REVIEW OF LITERATURES

Each employer depending on his priorities gives varying degrees of importance to welfare, health and safety, it is because the government is not sure that all the employers will provide basic measure that it introduces statutory legislation from time to time to bring about some measures of uniformity in the basic amenities available to industrial workers.

DOCK WORKER'S (SAFETY, HEALTH AND WELFARE) SCHEME 1961.

A comprehensive dock worker's (safety, health and welfare) scheme 1961 has been formed under the dock worker's (Regulation of Employment Act, 1948).

DEFINITIONS:

According to the **Oxford dictionary** labour welfare or labor welfare means "the efforts to make life worth living for workmen"

According to **the labor investigation committee (1946)**, Labour welfare means "anything done for intellectual, physical, moral and economical betterment of the workers, whether by employer, by government or by other agencies, over and above what is normally expected on the part of the contracted benefits for which workers may have bargained"

1. Human resource safety practices and labour injuries.

By Kristy J'Lyn Lauver | Journal of Managerial Issues - Fall, 2007

This study begins the important integration of the human resource and safety literatures, as well as providing findings that HR practices are associated with labour injuries. This provides organizations with some potential steps they can take to improve labour safety. However, this study only begins to touch on issues that may make a significant difference in organizational safety, calling for future studies to continue defining what and how HR practices may be associated with reducing labour injuries.

2. THE EFFECTS OF JOB INSECURITY ON LABOUR SAFETY OUTCOMES

JOURNAL OF OCCUPATIONAL HEALTH PSYCHOLOGY
VOLUME 6 ISSUE 2

Job insecurity research has focused primarily on attitudinal (eg., job satisfaction), behavioral (eg., labour turnover), and health outcomes. Moreover, research in the area of workplace safety has largely focused on ergonomic factors and personnel selection and training as primary antecedents of safety. Two cross-sectional structural equation modeling analyses and 1 longitudinal regression analysis of 237 food-processing plant labours unite these 2 disparate areas of research by exploring the relatively uncharted relationship between job insecurity and safety outcomes. Results indicate that labours who report high perceptions of job insecurity exhibit decreased safety motivation and compliance, which in turn are related to higher levels of workplace injuries and accidents.

3. DESIGNING LABOUR WELFARE PROVISION

Ann Davis, Lucy Gibson, (1994) "Designing Labour Welfare Provision", Personnel Review, Vol. 23 Iss: 7, pp.33 – 45

Describes a process through which organizations might seek to implement interventions relating to labour wellbeing. Emphasizes the importance of a comprehensive needs assessment both in obtaining the breadth of information needed to design appropriate interventions and also in providing baseline information against which to evaluate programme effectiveness. Discusses factors which influence the type of intervention appropriate for a particular situation and highlights their design implications. Finally, provides guidance on programme implementation and evaluation, and discusses some of the advantages and disadvantages of different approaches to tertiary welfare provision.

ILO RECOMMENDATIONS AND CONVENTIONS ON WELFARE, HEALTH AND SAFTY:

WELFARE:

ILO has taken recourse to a number of activities in promoting the welfare of workers, two recommendation deals with various aspects of workers welfare.

The utilization of spare time Rec. (no. 21)1924 deals with the principles and methods for securing the best use of the spare time of workers.

The living in condition(Agriculture) Rec. (no. 16), 1921 recommends that measure should be adopted to regulate the living in condition of agricultural workers with due regard to the climatic or other condition affecting agricultural workers.

Other recommendations dealing with welfare are,

- Welfare facilities (No.102), 1956
- Working housing (No.115), 1961

HEALTH:

A few conventions and recommendations seek to protect workers against certain occupational diseases and health hazards,

The labor inspection (Health Service) Rec (No5), 1919 deals with the establishments of Government Health Services especially for safeguarding health of workers.

The protection of workers health Rec. (No 96) 1953 relates to the protection of health of workers in places of employment and covers a wide range of health aspects including health hazards, medical examination, and notification of occupational diseases and the provisions of first aid facilities.

Rec No 3 suggests making of arrangements for the disinfection of wool infected with anthrax spores either, in the country exporting such wool, or at the port of the entry.

SAFETY:

Particular industries or processes in respect of which Convention or recommendation concerning safety have been adopted include Docks, Making of weight, Building construction and Coalmines.

The prevention of industrial accidents Recommendation (No.31), 1929 the

power driven Machinery Rec (No 32), 1929 and the labor inspectors Rec. (No.20), 1923 deals with general problem of safety.

The marking of weight (package transported by vessels) Con(No.27),1929 which has been ratified by India requires every package of one ton or more gross weight consigned for transport by sea or inland water to have its gross weight plainly marked on the outside, on a ship or other vessels.

Price Waterhouse Coopers reported in April of 2002 that 47 percent of surveyed Executives from multinational organizations refer to representative fulfillment and decreased Turnover as significant supporters of long haul shareholder return.

A **Watson Wyatt** Worldwide review found that the act of keeping up a collegial, Flexible work environment is related with the second-biggest increment in shareholder esteem (Nine percent), recommending that representative fulfillment is specifically identified with monetary profit.

Peter Rogers, The vital gathering for development has taken up research in businesses and have reasoned that hazardous, disarranged and grimy associations prompt poor principles and agreeing to a trade off in the necessities mean gambling of lives. Spending more on prelims to give great get to, security and welfare offices makes a protected workplace, regularly with lessened mischances and episode rates and a spurred workforce.

The National Research and Development Centre for Welfare and Health, Stakes is a general public for all—network arranged in United Nations. Its discoveries have demonstrated that the assistance and the mix of the welfare needs of the general population of the association empower the confidence of the workforce of the country.

The Labour Investigation Committee characterized, "Anything accomplished for the erudite person, physical, moral and financial improvement of the specialists, regardless of whether by managers ,by government or by different offices, far beyond what is set around law or what is typically expected of the legally binding advantages for which laborers may have haggled".

As per **the Committee on Labour Welfare**,, "Such administrations, offices, and enhancements as satisfactory flasks, rest and diversion offices, plans for go to and from work environment, and for the settlement of specialists utilized at a separation from their homes; and such different administrations, courtesies and offices, including government disability measures, as add to the conditions under which laborers are utilized".

The International Labour Organization report alludes to Labor Welfare as, "Such administrations, offices and luxuries as might be set up in or in the region of endeavors it empower the people utilized in them to play out their work in sound, amicable environment and given comforts conducive to great wellbeing and high assurance".

The Encyclopedia of Social Sciences has characterized Labor Welfare act as, "The deliberate endeavors of the businesses to build up, inside the current modern framework, working and infrequently, living and social states of the representatives past what is required by law, the custom of the nation and the states of the market".

In the word of **R.R.Hopkins**, "Welfare is on a very basic level a state of mind of brain with respect to administration, impacting the technique by which administration exercises are embraced".

E.S.Proud defines welfare fill in as, "Intentional endeavors with respect to the businesses to enhance the current modern framework and the states of work in their own particular processing plants".

Arthur James Todd characterizes welfare fill in as, "anything accomplished for the solace and change, scholarly and social, of the representatives well beyond the wages paid, which is not need of the business".

NATIONAL COMMISSION(1972) - In conjunction with the section in 1970 of the word related Safety and Health Act Congress built up a National Commission attempt a remuneration laws so as to decide whether such give a sufficient, quick, fair arrangement of pay.

The structure of targets used to the commission incorporates:

1. Wide scope of representatives and business related wounds and malady.
2. Significant assurance against intrusion of wage.
3. arrangement of mishap medicinal care and restoration administrations,
4. Energize of security.

Welfare measures are circuitous budgetary or non monetary installments workers get for proceeding with their work with the organization – are an essential piece of pretty much all aspects of representatives pay. **(L.Kate Beatty, 1994)**

In building up the welfare arranges the businesses must address various approach issues. These include: what are the welfare measures; who gets the scope; regardless of whether it incorporates retiree in the arrangement; cost control method; how to impart the advantages to the workers. **(Joseph Martocchio, 2001)**

The quantity of paid worker get-away days differs extensively from manager to boss. The normal number of yearly excursion days is for the most part more noteworthy in industrialized nations. The most well-known paid get-aways are New Year's Day, Pongal, Diwali, Christmas, Ramzan and other neighborhood celebrations which differ from place to put. **(Richard Henderson, 1994)**

Firms need to address a few occasions and get-away related approach issues. They should choose, obviously, how long off workers will get and what the paid occasions will be. Other strategy choices include: will worker get general construct pay while in light of get-away, will representatives be paid for their get-away even on their nonappearance prior and then afterward their excursion. Wage study and sites give test arrangements to consideration in the organizations Standing Orders. **(Julekha Dash, 2000).**

Most associations give their representatives pay for a considerable length of time not worked because of sickness. Wiped out leave is distributed on the premise of such a large number of days a year, collected on an aggregate premise, or extended identified with the times of administration in the association. As of late organizations are giving monetary motivations to people who don't completely expend their wiped out leave for the year. Generally the organization additionally attempt to pay the workers a singular

amount sum while the resign or leave for their unused wiped out leaves. **(Kenneth A Kovach, 1983)**

An annuity speaks to a settled installment, other than wages, made frequently to previous representatives or their surviving wards. To qualify workers needs to satisfy certain states of work for a particular period of time. The most well known method for deciding the sum is simply by duplicating the normal winning by the times of administration. Annuities are costly advantages for associations however are important to draw in and hold significant labours. **(Huggins, 1984)**

A standout amongst the most well known advantages offered to workers is the arrangement of protection life, wellbeing and mishap. Disaster protection is one of the most established protection advertised. The high costs of clinic and medication have brought about the incorporation of the medical coverage. **(Allan P Blostin, 1981)**

Associations in confined ranges, where lodging is rare, where cost are high may furnish workers with the choice of association bolstered lodging. Best officials are given financed lodging offices. **(Krupp Neil, 1987)**

Educational cost discounts are normally equipped to pay some rate of repayment in view of the importance in light of the pertinence of the course to an individual's work and whether it is of a degree program. By far most of vast association give some type of instructive help. Free espresso, transport offices to go home or even day mind offices are a portion of alternate administrations gave. **(Rosen, 1986)**

According to Beach (1980) individual administrations ought to be given when a welfare need is built up and a welfare require exists where obviously help is required and that it can't be given all the more adequately from another source, and that the individual is probably going to profit by the administrations that can be advertised. In an authoritative setting, a fundamental component in work force administrations is private. There is no reason for offering assistance or counsel to individuals on the off chance that they feel that their own issues will be uncovered to others, conceivably to the impediment of their future professions. Armstrong (1992) says this is the contention for having specific welfare officers in associations sufficiently expansive to

have the capacity to manage the cost of them

Warren (1990) says that welfare for elderly representatives is basically to set them up for retirement and managing any issues they have in adapting to their work. Arrangement for retirement is an important administration that many firms offer.

Assemble welfare benefits fundamentally comprise of games and social clubs, albeit a few organizations still bolster different kind social orders, which give extra help and back when help is really needed (**Wickens, 1987**). **Heinrich (1959)** states that a huge interest in games offices is for the most part of dubious esteem unless there is nothing else in the area. Organizations ought to be set up to impart its offices to the neighborhood group.

Business issues ought to typically be understood by talk between the individual and his/her supervisor or through the organization's grievance technique. Such guiding talks as a methods for calming sentiments and peopling to work through their issues for themselves, can do a considerable measure of good, however extraordinary alert must be shown by any organization authorities who are included (**Armstrong, 1992**). They should not cut crosswise over line administration specialist but rather, in the meantime, they should save the classification of the dialog.

The administration expects to give assistance and guidance to representatives missing from work for long stretches in light of disease. The down to earth purpose behind giving it is that of the representative to work, despite the fact that it is not some portion of the welfare capacity to determine the status of conceivable malingerers (**Armstrong 1992**). A welfare require exists where workers can't help themselves without support and where such guide is not pending from the state medicinal or welfare administrations or the representative's own particular families.

CHAPTER III

3.1 RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve the research problem it guides us to how research is done scientifically. It consists of different steps that are generally adopted by a researcher to study his research problems along with logic behind them. The research methodology by itself is a process. It has a many stages of activities, grouped together yield the solution to the problem.

3.2 RESEARCH DESIGN:

- A research design is purely and simply the frame work or plan for a study that guides the collection and analysis of data.
- A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to research purpose with economy in procedure.
- The research design is the conceptual structure within research is conducted it constitutes the blueprint for the collection measurement and analysis of data.

In the research survey conducted, the research design adopted is “DESCRIPTIVE RESEARCH DESIGN”

3.3 METHOD OF DATA COLLECTION:

The source of data is generally classified as primary and secondary. According to Pauline’s Young, the source of information can be classified into documentary source and field source.”

The information given collected by individual and group constitute primary or field source.

Books, manuscripts, diaries, letterset are from the secondary or documentary sources.

3.3.1 PRIMARY DATA:

The present study data have been collected through questionnaire.

3.3.2 SECONDARY DATA:

Secondary data is collected from books, websites , magazines, and from articles.

The difference between primary and secondary data is matters of relatively data which are primary in hands of one become secondary in hands of others. This study pertains to collect data from source that is primary data.

3.4 POPULATION:

The population comprises of the entire labour's in Wonjin Autoparts India Pvt Ltd (PL). But due to the time constraints it is not possible to have a complete population, the study is among the labour's which is one of the major departments in PL.

The number of labours in traffic department was 450 and it has eleven divisions under which one third of labours have been taken from each division

3.5 SAMPLE SIZE:

The sample size of 150 respondents has been arrived for the study among the population of 450 labours.

3.6 SAMPLE METHOD:

3.6.1 STRATIFIED SAMPLING:

Under stratified sampling the population is divided into several sub-population that are individually more homogenous than the population (the different sub-population are called 'strata') and then we select each items from stratum to constitute a sample.

Since each stratum is more homogenous than the total population, we are able to get more precise estimate for each stratum and by estimating more accurately each of the components parts, we get better estimate of the whole.

3.7 ANALYTICAL TOOLS USED

3.7.1 ANALYSIS USING KARL PEARSON'S CORRELATION:

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables. The Pearson product-moment correlation coefficient is a measure of the strength and direction of association that exists between two variables measured on at least an interval scale. It is denoted by the symbol r .

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

3.7.2 ONE WAY ANOVA

The ANOVA tests the null hypothesis that samples in two or more groups are drawn from populations with the same mean values. To do this, two estimates are made of the population variance. The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.

3.7.3 PERCENTAGES

Percentages refer to a special kind of ratio. Percentages are used in making comparison between two or more series of data. Percentages are used to describe relationships, it is expressed as.

$$\text{Percentage} = (\text{no of labours} / \text{total no of labours}) 100$$

CHAPTER IV

DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

TABLE 4.1.1 TABLE SHOWING RESPONDANTS BASED ON AGE

AGE	NO OF RESPONDANTS	PERCENTAGE
21-25YRS	10	7
26-30YRS	34	22
31-35YRS	56	37
36-40YRS	31	21
ABOVE 40YRS	19	13
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that 22% of the respondents under 26-30 yrs of age, 37% of respondents under 31-35 yrs of age & 21% of respondents under 36-46yrs & 13% of respondents are under the age of above 40yrs.

CHART 4.2.1 CHART SHOWING RESPONDANTS BASED ON AGE

NO OF RESPONDANTS and PERCENTAGE

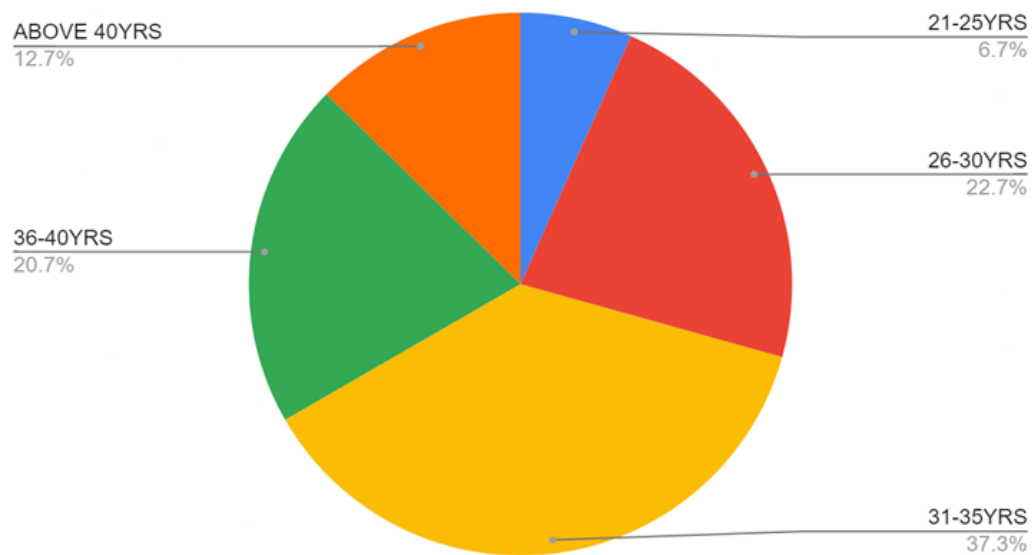


TABLE 4.1.2 TABLE SHOWING RESPONDENTS BASED ON GENDER

GENDER	NO OF RESPONDENTS	PERCENTAGE(%)
MALE	78	52
FEMALE	72	48
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it has reveals that, 52% of respondents are male and 48% of the respondents are female.

CHART 4.2.2 CHART SHOWING RESPONDENTS BASED ON GENDER

NO OF RESPONDENTS and PERCENTAGE(%)

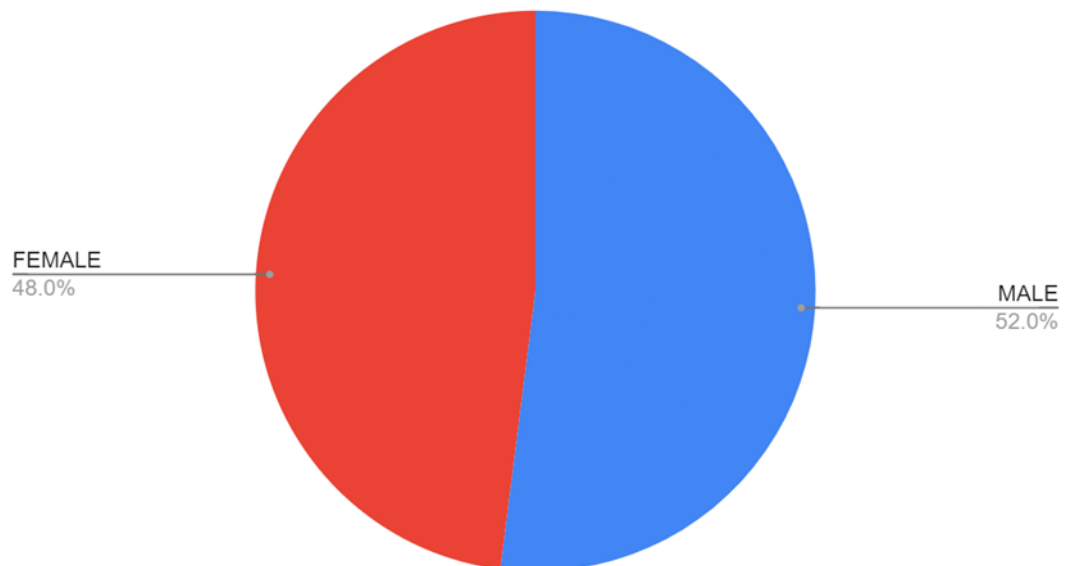


TABLE 4.1.3 TABLE SHOWING RESPONDENTS MARITAL STATUS

MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE(%)
SINGLE	4	3
MARRIED	146	97
TOTAL	150	100

SOURCE: PRIMARY DATA**INFERENCE:**

From the study reveals that, 97% or respondents are married.

CHART 4.2.3 CHART SHOWING RESPONDENTS MARITAL STATUS

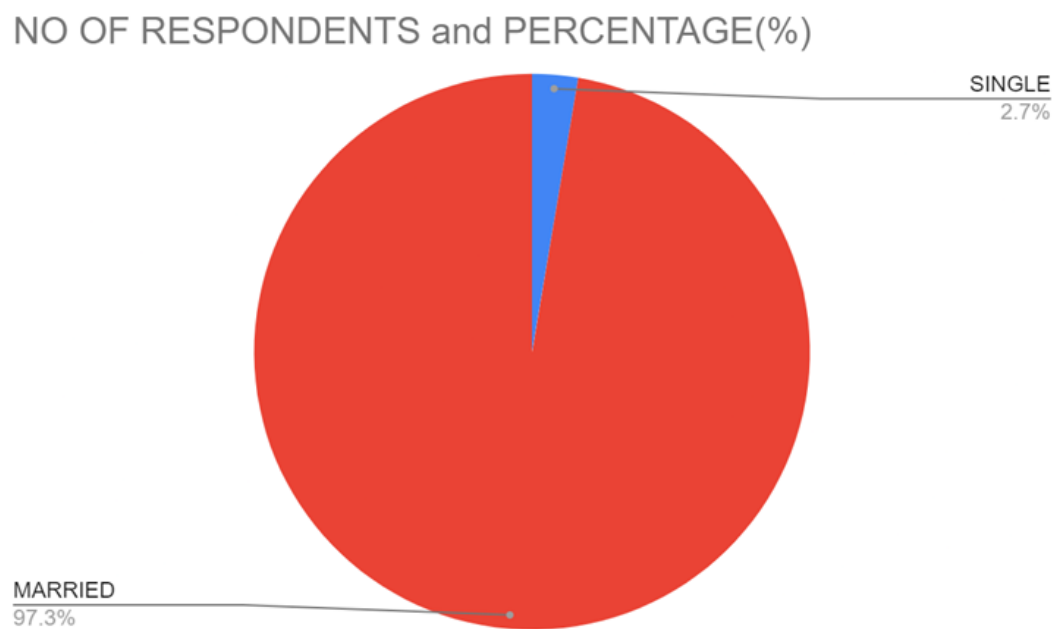


TABLE 4.1.4 TABLE SHOWING SERVICE STATUS OF THE RESPONDENTS

SERVICE STATUS	NO OF RESPONDENTS	PERCENTAGE(%)
PERMANENT	144	96
TEMPORARY	6	4
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it has reveals that, 96% of respondents are permanent in their job.

CHART 4.2.4 CHART SHOWING SERVICE STATUS OF THE RESPONDENTS

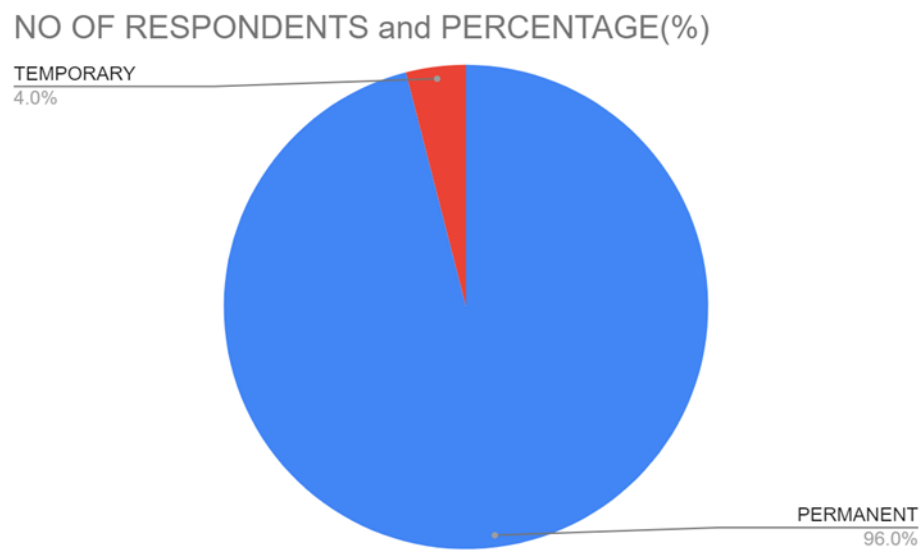


TABLE 4.1.5 TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENTS

EXPERIENCE	NO OF RESPONDENTS	PERCENTAGE(%)
1-5 YRS	6	4
5-10YRS	12	8
10-15YRS	27	18
15-20YRS	66	44
ABOVE 20YRS	39	26
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it has reveals that, 18% has 11-15 yrs of experience, 44% has 16-20 yrs of experience and 26% of respondents have above 20 yrs of experience.

CHART 4.2.5 CHART SHOWING WORKING EXPERIENCE OF THE RESPONDENTS

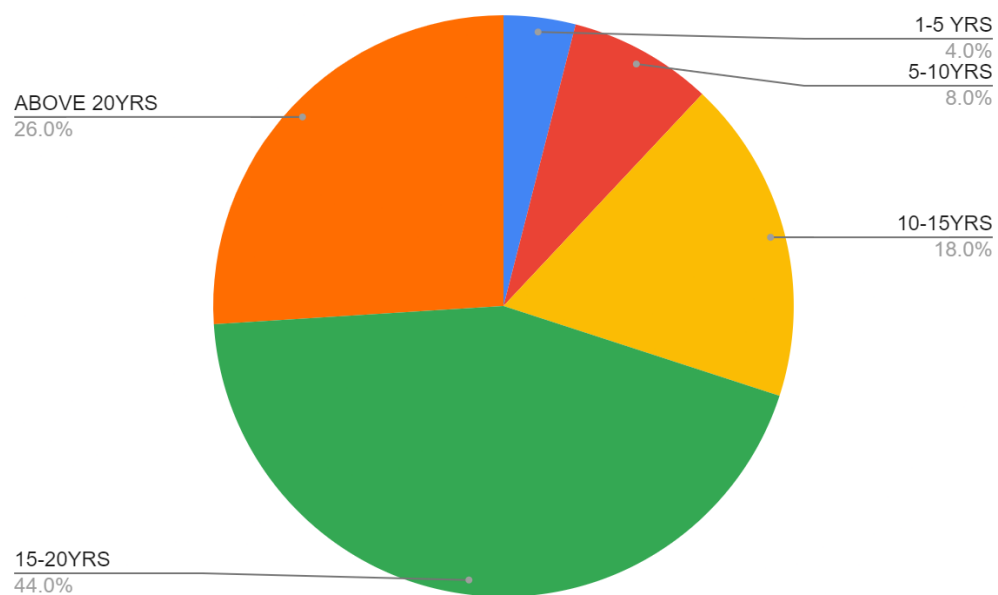


TABLE 4.1.6 TABLE SHOWING EDUCATION QUALIFICATION OF RESPONDENTS

QUALIFICATION	NO OF RESPONDENTS	PERCENTAGE(%)
SSLC	9	6
PUC/+2	17	11
ITI/DIPLOMA	19	13
UG	65	43
PG	40	27
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it has reveals that, education qualification up to SSLC 6%, +2 11%, ITI/Diploma 13%, UG degree 43% and PG degree 27%. Most of the respondents have been up to UG degree.

CHART 4.2.6 CHART SHOWING EDUCATION QUALIFICATION OF RESPONDENTS

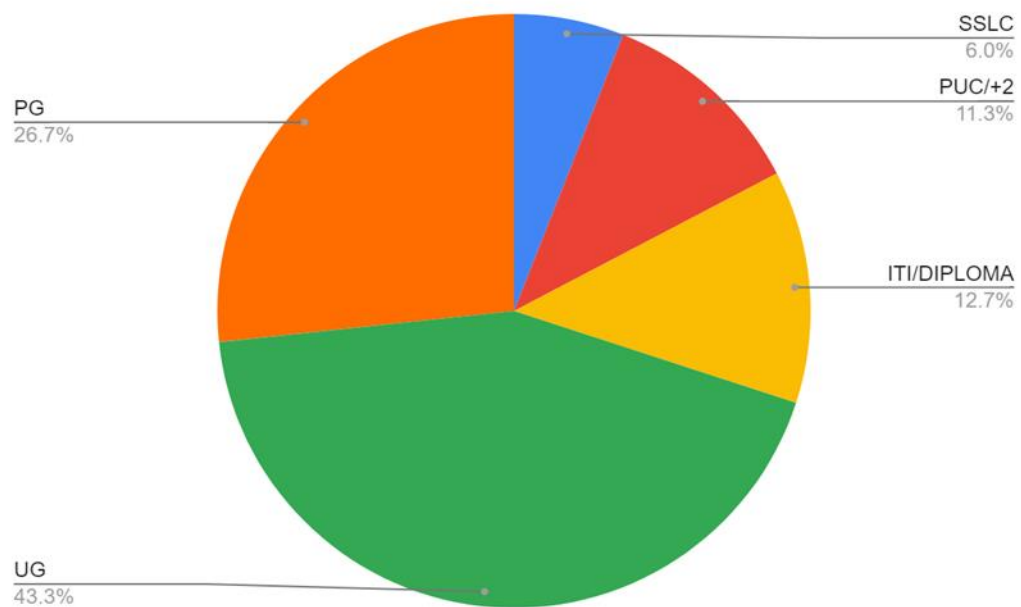


TABLE 4.1.7 TABLE SHOWING RESPONDENTS MONTHLY INCOME

MONTHLY INCOME	NO OF RESPONDENTS	PERCENTAGE(%)
BELOW 10000	6	4
10000-20000	44	29
20000-30000	73	49
ABOVE 30000	27	18
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it has reveals that, respondents earning monthly income Rs10000-20000 are 29%, Rs 20000-30000 are 49% and above Rs 30000 are 18%. Most of them come under the income group of Rs 20000 to 30000.

CHART 4.2.7 CHART SHOWING RESPONDENTS MONTHLY INCOME

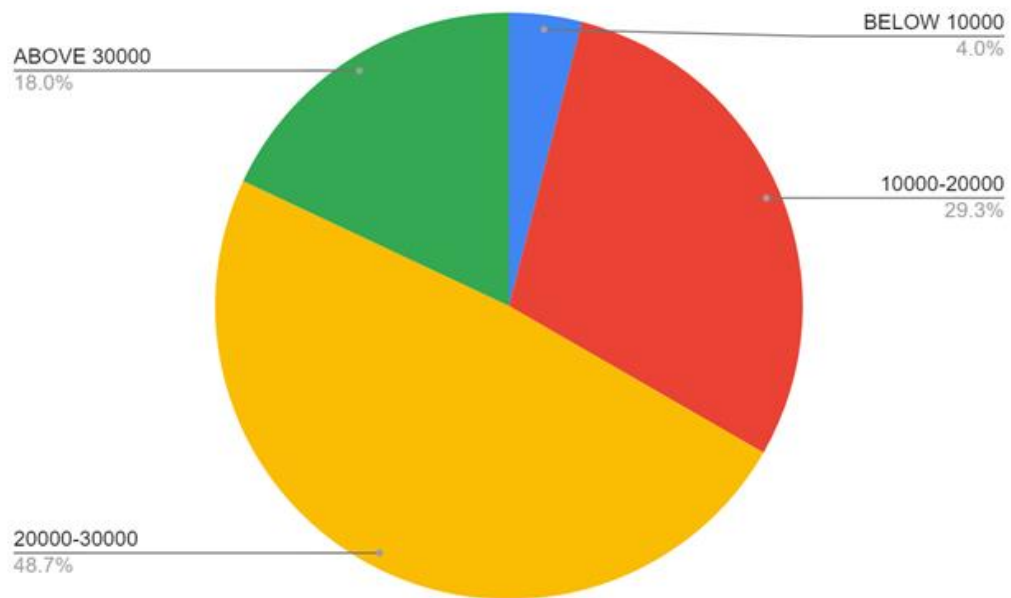


TABLE 4.1.8 TABLE SHOWING SATISFACTORY LEVEL OF INTRAMURAL FACILITIES

WELFARE ITEMS→	Drinking water	per (%)	Rest rooms/sick room	per (%)	Canteen	per (%)	Wash basins	per (%)	crèches	Per (%)	Wash room	Per (%)
SATISFACTORY LEVEL												
HIGHLY SATISFIED	11	7	19	13	22	15	22	15	14	9	19	13
SATISFIED	46	31	33	22	30	20	44	29	38	25	46	31
NEUTRAL	38	25	46	31	16	10	38	25	52	35	33	22
DISSATISFIED	30	20	38	25	27	18	35	23	33	22	35	23
HIGHLY DISSATISFIED	25	17	14	9	55	37	11	8	14	9	16	11
TOTAL	150	100	150	100	150	100	150	100	150	100	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it has reveals that, for drinking water 38% of the respondents gives positives scale, 25% gives neither positive nor negative scale and 37% gives negative scale. For restroom, 35% of respondents give positive scale, 31% of respondents give neither positive nor negative scale and 34% of respondents give negative scale. For canteen, 35% of respondents give positive scale, 10% of respondents give neither positive nor negative scale and 55% of respondents give negative scale. For washroom, 44% of respondents give positive scale, 22% of respondents give neither positive nor negative scale and 34% of respondents give negative scale. For washbasins, 44% of respondents give positive scale, 25% of respondents gives neither positive nor negative scale and 31% of respondents gives negative scale. For crèches, 34% of respondents give positive scale, 35% of respondents gives neither positive nor negative scale and 31% of respondents gives negative scale

CHART 4.2.8 CHART SHOWING SATISFACTORY LEVEL OF INTRA MURAL FACILITIES

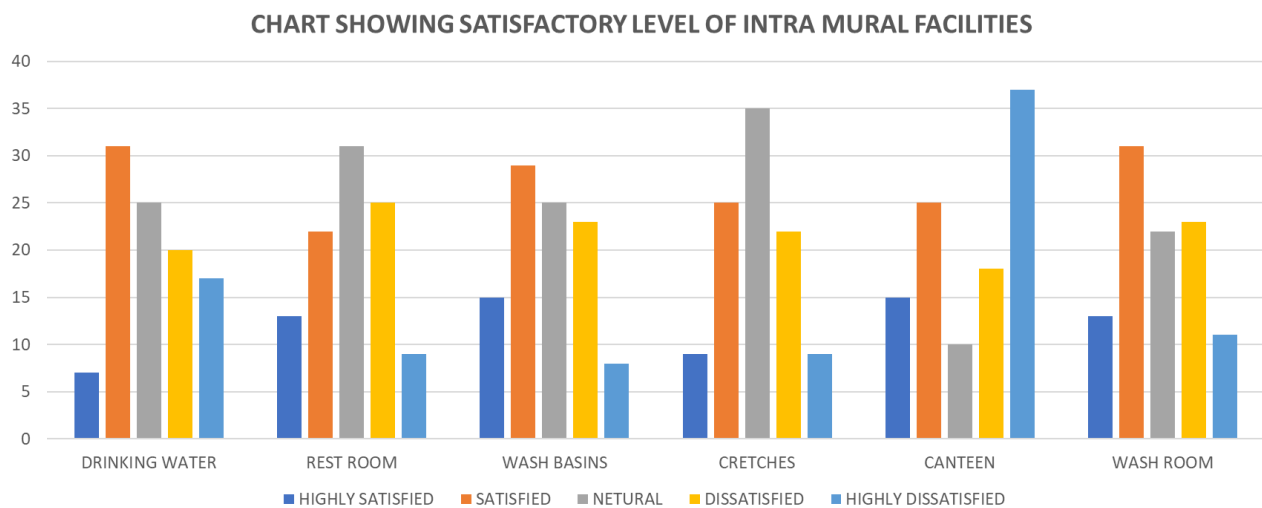


TABLE 4.1.9 TABLE SHOWING SATISFACTORY LEVEL OF EXTRA MURAL FACILITIES

WELFARE ITEMS	Housing	Per (%)	Recreation	Per (%)	Education	Per (%)	Loan	Per (%)	transport	per (%)	medic al	PER%
SATISFACTORY LEVEL												
HIGHLY SATISFIED	19	13	19	13	14	9	27	18	11	7	10	7
SATISFIED	38	25	46	31	38	25	52	35	46	31	44	29
NEUTRAL	57	38	33	22	52	35	38	25	38	25	55	37
DISSATISFIED	22	15	35	23	33	22	22	15	30	20	27	18
HIGHLY DISSATISFIED	14	9	16	11	14	9	11	7	25	17	14	9
TOTAL	150	100	150	100	150	100	150	100	150	100	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the above table it reveals that, For housing 38% of respondents gives positive scale, 38% of respondents gives neither positive nor negative scale and 24% of respondents gives negative scale. For recreation, 44% of respondents give positive scale, 22% of respondents gives neither positive nor negative scale and 34% of respondents gives negative scale. For education, 34% of respondents give positive scale, 35% of respondents gives neither positive nor negative scale and 31% of respondents gives negative scale. For medical, 36% of respondents give positive scale, 37% of respondents gives neither positive nor negative scale and 27% of respondents gives negative scale. For loan, 53% of respondents gives positive scale, 25% of respondents gives neither positive nor negative scale and 22% of respondents gives negative scale. For transport, 38% of respondents gives positive scale, 25% of respondents gives neither positive nor negative scale and 37% of respondents gives negative scale

CHART 4.2.9 CHART SHOWING SATISFACTORY LEVEL OF EXTRA MURAL FACILITIES

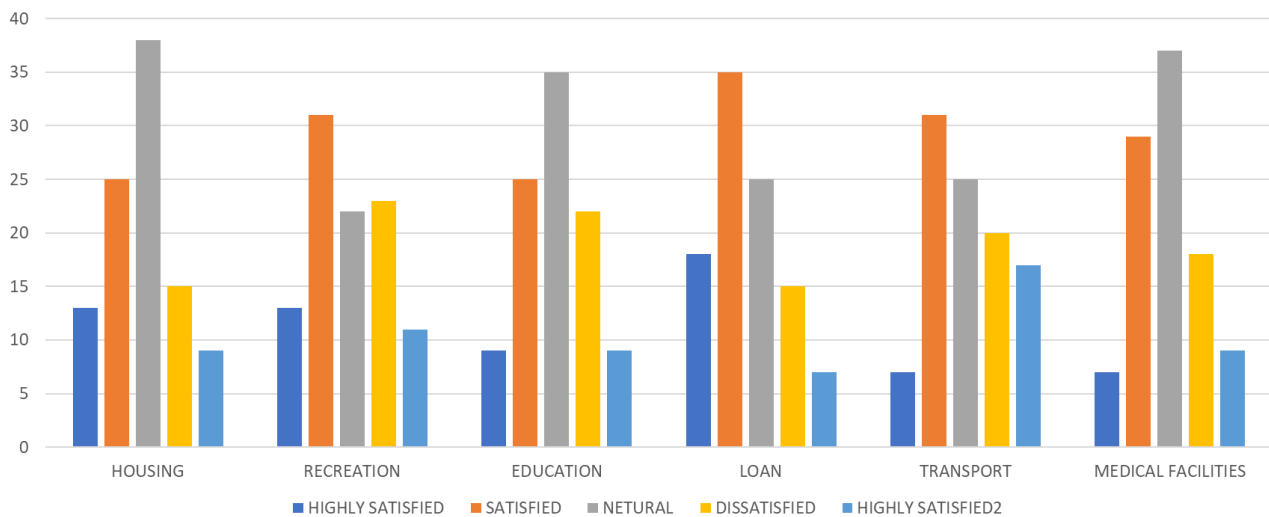


TABLE 4.1.10 TABLE SHOWING SATISFACTORY LEVEL OF CONTEMPORARY WELFARE FACILITIES

WELFARE ITEMS	WORKING ENVIRONMENT	PER%	EMPLOYEE COUNCELLING	PER%	STRESS	PER%	SUPPORT FROM SUPERIORS AND PEERS	PER%
SATISFACTORY LEVEL								
HIGHLY SATISFIED	19	13	27	18	16	11	10	7
SATISFIED	68	45	38	25	38	25	44	29
NEUTRAL	38	25	33	22	57	38	55	37
DISSATISFIED	16	11	41	27	20	13	27	18
HIGHLY DISSATISFIED	9	6	11	8	19	13	14	9
TOTAL	150	100	150	100	150	100	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that, For working environment, 58% of respondents gives positive scale, 25% of respondents gives neither positive nor negative scale and 17% of respondents gives negative scale. For labour counseling, 43% of respondents gives positive scale, 22% of respondents gives neither positive nor negative scale and 35% of respondents gives negative scale. For stress, 36% of respondents gives positive scale, 38% of respondents gives neither positive nor negative scale and 26% of respondents gives negative scale. For support from superiors and peers, 36% of respondents gives positive scale, 37% of respondents gives neither positive nor negative scale and 27% of respondents gives negative scale

CHART 4.2.10 CHART SHOWIING SATISFACTORY LEVEL OF CONTEMPORARY WELFARE FACILITIES

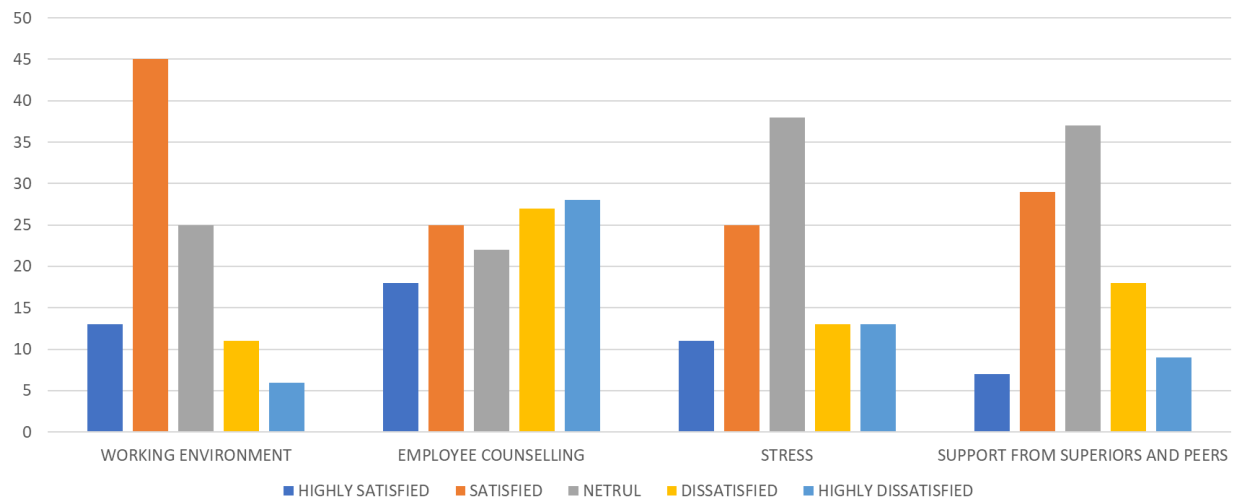


TABLE 4.1.11 TABLE SHOWING RESPONDENT'S HEALTH AFFECTED THROUGH POLLUTION FACTORS

POLLUTION FACTORS	DUST	PER (%)	SMOKE, GAS, & PERFUMES	PER (%)	NOISE	PER (%)
AFFECTED LEVEL						
HIGHLY AFFECTED	79	53	48	32	50	33
AFFECTED	38	25	62	41	52	35
UNAFFECTED	18	12	25	17	26	17
NOT APPLICABLE	15	10	15	10	22	15
TOTAL	150	100	150	100	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that, For dust, 78% of respondents gives positively affected, 13% of respondents are somewhat affected and 9% of respondents gives negatively affected. For smoke, gas and fumes, 60% of respondents gives positively affected, 20% of respondents are somewhat affected and 20% of respondents gives negatively scale. For noise, 58% of respondents gives positively affected, 23% of respondents are somewhat affected and 19% of respondents gives negatively affected

CHART 4.2.11 CHART SHOWING RESPONDENT'S HEALTH AFFECTED THROUGH POLLUTION FACTORS

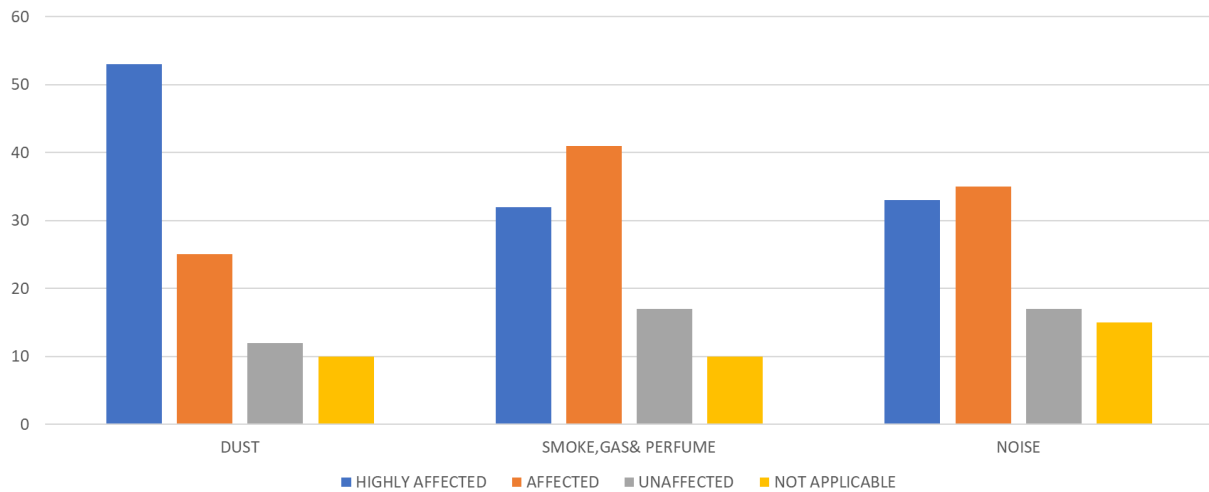


TABLE 4.1.12 TABLE SHOWING ENVIROMENTAL FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

ENVIRONMENTAL FACTORS	BAD WEATHER	PER (%)	BADLY MAINTAINED AREAS	PER (%)
AFFECTED LEVEL				
HIGHLY AFFECTED	60	40	38	25
AFFECTED	44	29	49	33
UNAFFECTED	38	26	39	26
NOT APPLICABLE	8	5	24	16
TOTAL	150	100	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that, From bad weather, 69% of respondents gives positively affected, 13% of respondents gives neither positive nor negative scale and 18% of respondents gives negative scale. From badly maintained areas, 58% of respondents gives positively affected, 17% of respondents gives neither positive nor negative scale and 25% of respondents gives negative scale

CHART 4.2.12 CHART SHOWING ENVIROMENTAL FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

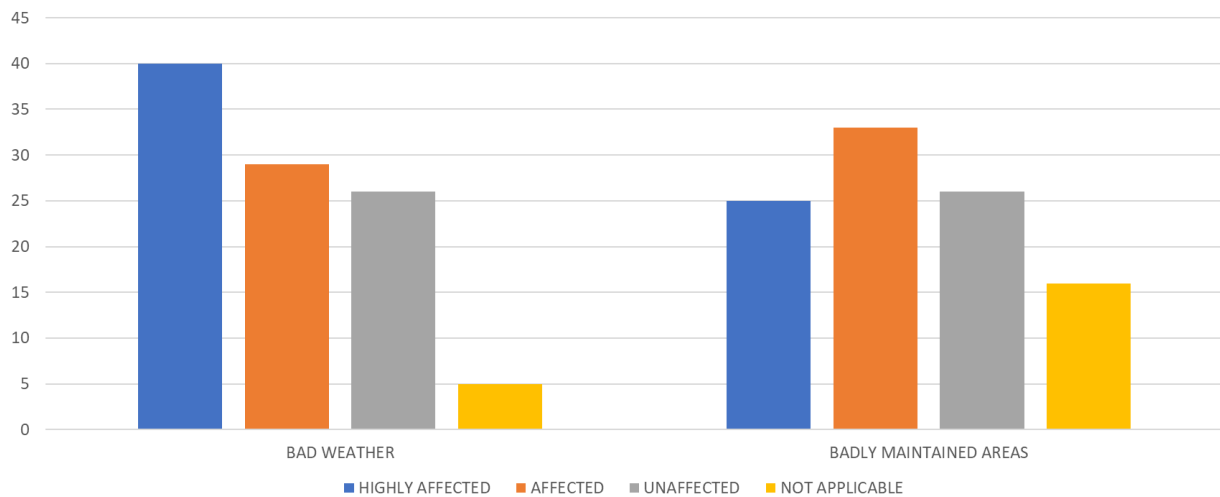


TABLE 4.1.1 TABLE SHOWING RISK FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

RISK FACTOR	DISEASES	PER %	ACCIDENTS	PER %
SCALE LEVEL				
HIGHLY AGREE	62	41	25	17
AGREE	52	35	60	40
NEUTRAL	14	9	41	27
DIS AGREE	14	9	19	13
HIGHLY DIS AGREE	8	6	5	3
TOTAL	150	100	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that, 76% of respondents positively agree that there is risk of catching disease, 9% gives their response as neutral and 15% of respondents negatively disagree and there is no risk of catching disease. For accidents while working, 57% of respondents positively agree, 27% of response as neutral and 16% of respondents negatively disagree.

CHART 4.2.13 CHART SHOWING RISK FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

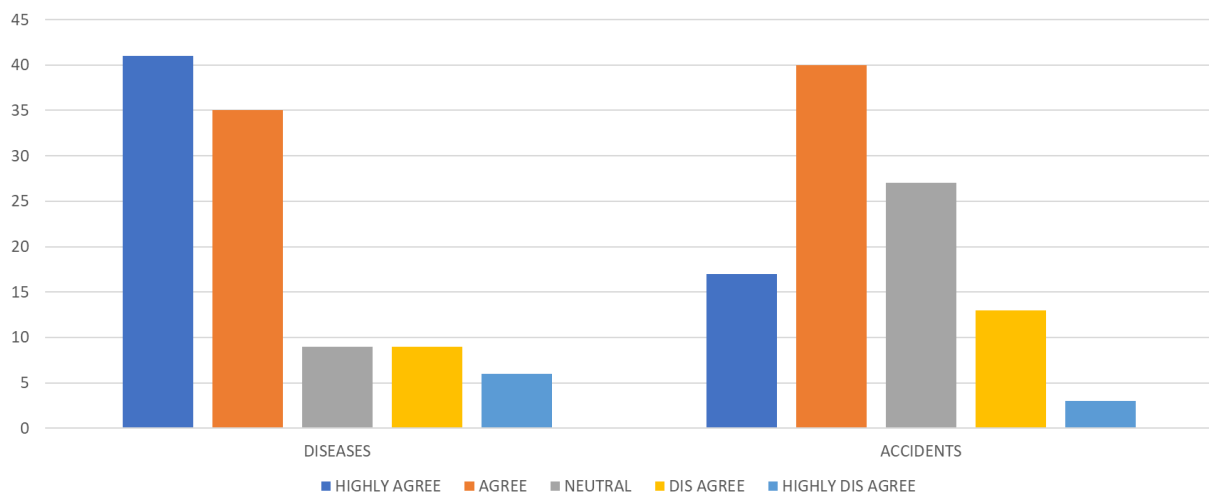


TABLE 4.1.14 TABLE SHOWING RESPONDENT'S OPINION ON VISITING WONJIN AUTOPARTS INDIA PVT LTD HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE(%)
YES	93	62
NO	57	38
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that, 62% of respondents have visited Wonjin Autoparts India Pvt Ltd hospital for health related issues and 38% of respondents have not visited the hospital regularly.

CHART 4.2.14 CHART SHOWING RESPONDENT'S OPINION ON VISITING WONJIN AUTOPARTS INDIA PVT LTD HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

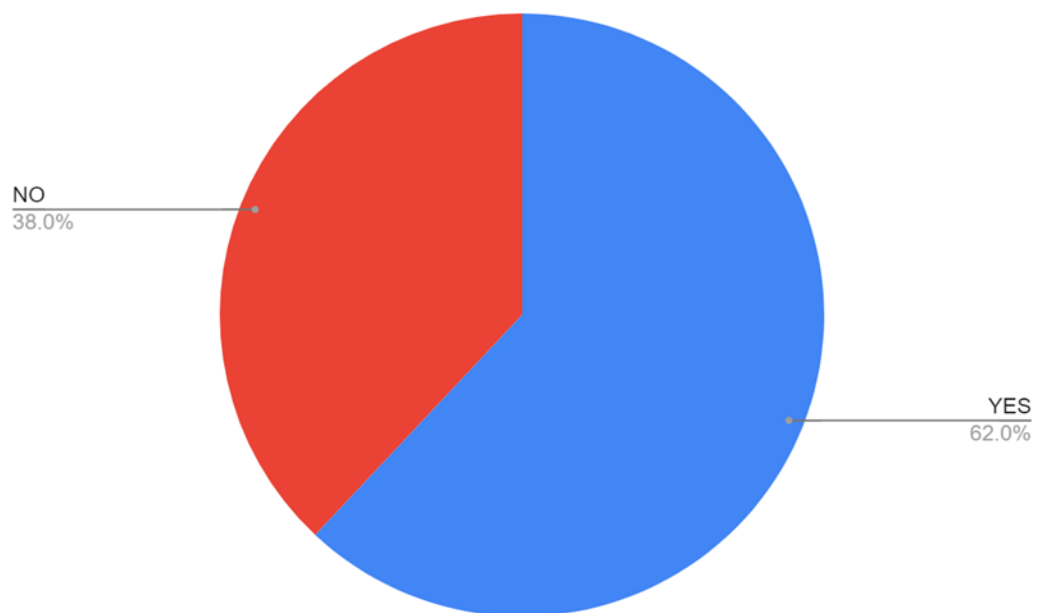


TABLE 4.1.15 TABLE SHOWING RESPONDENT'S OPINION ON WHY THEY ARE NOT REGULAR VISITOR OF PL HOSPITALS

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
WAITING TIME	21	14
MORE PROCEDURE	43	32
SERVICE NOT GOOD	58	44
LACK OF MR	17	7
OTHERS	11	3
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that, respondents are not regularly visiting PL hospital for health issues are 14% due to more waiting time involved, 32% due to more procedure involved, 44% gives their response that service is not good, 7% give their response that there is lack of medical resource and 3% of respondents gives other reasons.

CHART 4.2.15 CHART SHOWING RESPONDENT'S OPINION ON WHY THEY ARE NOT REGULAR VISITOR OF PL HOSPITALS

NO OF RESPONDENTS and PERCENTAGE

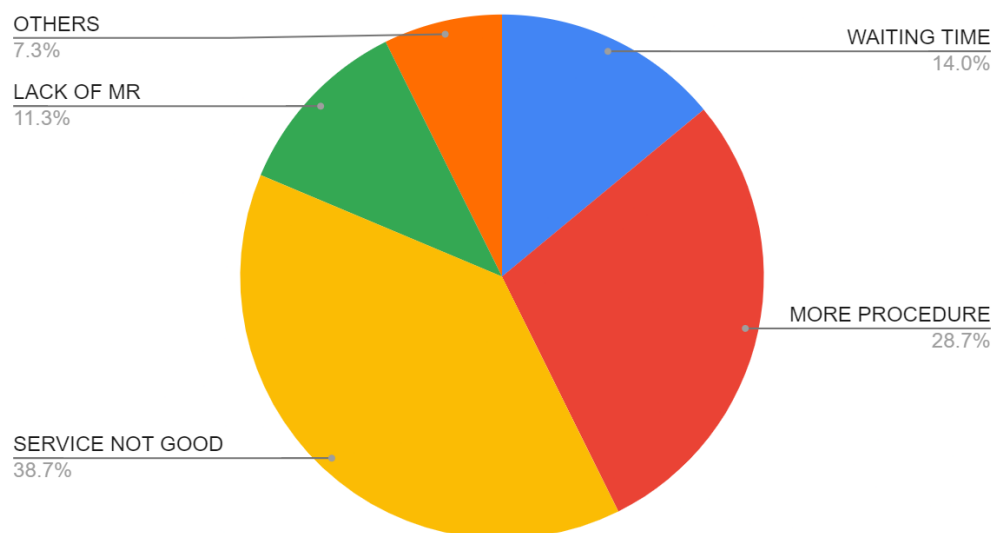


TABLE 4.1.16 TABLE SHOWING LEVEL OF RESPONDENTS VISITED PL HOSPITAL

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	13	3
SATISFIED	35	26
NEUTRAL	49	39
DISSATISFIED	34	24
HIGHLY DISSATISFIED	19	8
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the table it reveals that, 3% of respondents are highly satisfied, 26% are satisfied, 39% of respondents give their response as neutral, 24% of respondents are dissatisfied & 8%of respondents are highly dissatisfied with the hospital facilities.

CHART 4.2.16 CHART SHOWING LEVEL OF RESPONDENTS VISITED HOSPITAL

NO OF RESPONDENTS and PERCENTAGE

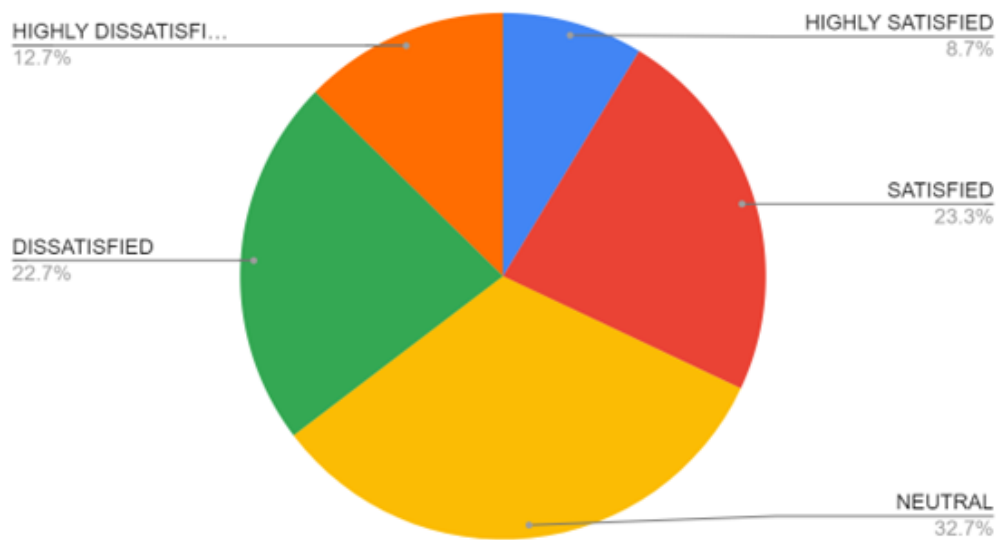


TABLE 4.1.17 TABLE SHOWING RESPONDENT'S OPINION ON USE OF PPE'S RELATED WITH PSYCHOLOGICAL FACTORS

PSYCHOLOGICAL FACTOR	UNCOMFORTABLE WORKING ENVIRONMENT	PER %	UNSATISFIED ORGANISATIONAL CLIMATE	PER (%)	LACK OF CONCERN FOR OWN SAFETY	PER %	STRESS BECAME A REGULAR HABIT	PER %
SCALE LEVEL								
HIGHLY AGREE	21	15	8	6	7	5	14	9
AGREE	59	39	22	15	77	51	59	39
NEUTRAL	45	30	35	23	38	25	63	42
DISAGREE	14	9	29	19	24	16	7	5
HIGHLY DISAGREE	11	7	56	37	4	3	7	5
TOTAL	150	100	150	100	150	100	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that 54% of respondents positively agree that it is uncomfortable working environment 30% gives their response as neutral & 16% of respondents negatively disagree. For Lack of concern for safety 56% of respondents positively agree, 25% gives their response as neutral & 19% of respondents negatively disagree. For stress became a regular habit for the non use of PPE's 48% of respondents positively agree, 42% gives their response as neutral & 10% of respondents negatively disagree.

CHART 4.2.17 CHART SHOWING RESPONDENT'S OPINION ON USE OF PPE'S RELATED WITH PSYCHOLOGICAL FACTORS

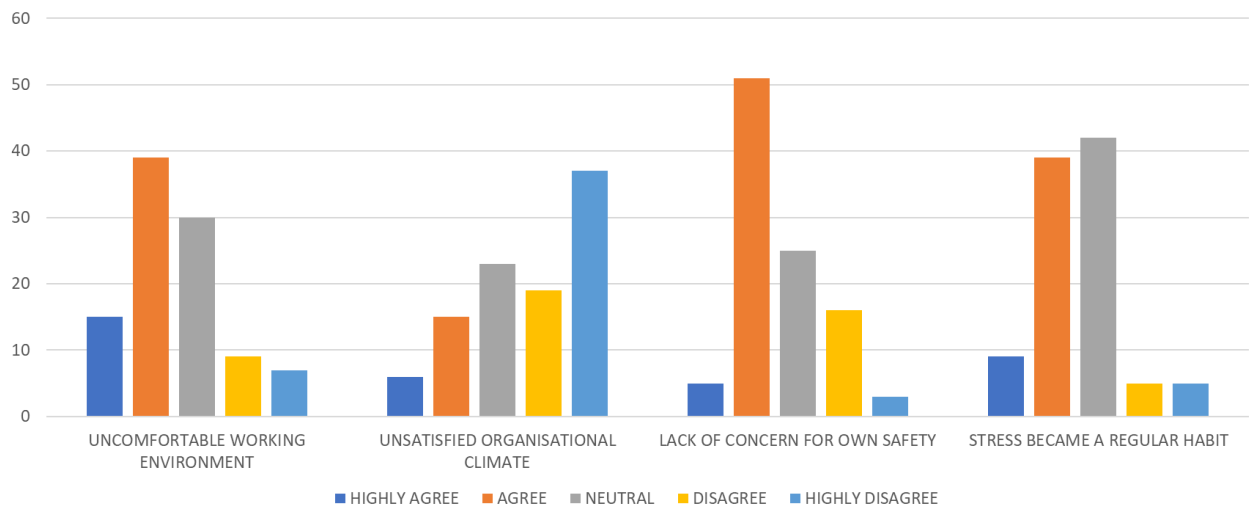


TABLE 4.1.18 TABLE SHOWING RESPONDENT'S OPINION ON NON USE OF PPE'S RELATED WITH AWARENESS FACTORS

AWARENESS FACTORS SCALE LEVEL	INADEQUATE KNOWLEDGE ABOUT THE WORK AND MACHINES	PER %	INADEQUATE SAFETY TRAINING	PER %
HIGHLY AGREE	17	11	8	5
AGREE	73	49	59	39
NEUTRAL	31	21	45	30
DISAGREE	29	19	38	26
HIGHLY DISAGREE	0	0	0	0
TOTAL	150	100	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that 60% of respondents positively agree that there is inadequate knowledge about the work & machines for the non use of PPE's 21% of respondent's gives their response as neutral and 19% of respondents negatively disagree. For inadequate safety training 44% of respondents positively agree, 30% of respondents give their response as neutral and 26% of respondents negatively disagree.

**CHART 4.2.18 CHART SHOWING RESPONDENT'S OPINION ON
NON USE OF PPE'S RELATED WITH AWARENESS FACTORS**

INADEQUATE KNOWLEDGE ABOUT THE WORK AND
MACHINES, PER %, INADEQUATE SAFETY TRAINING an...

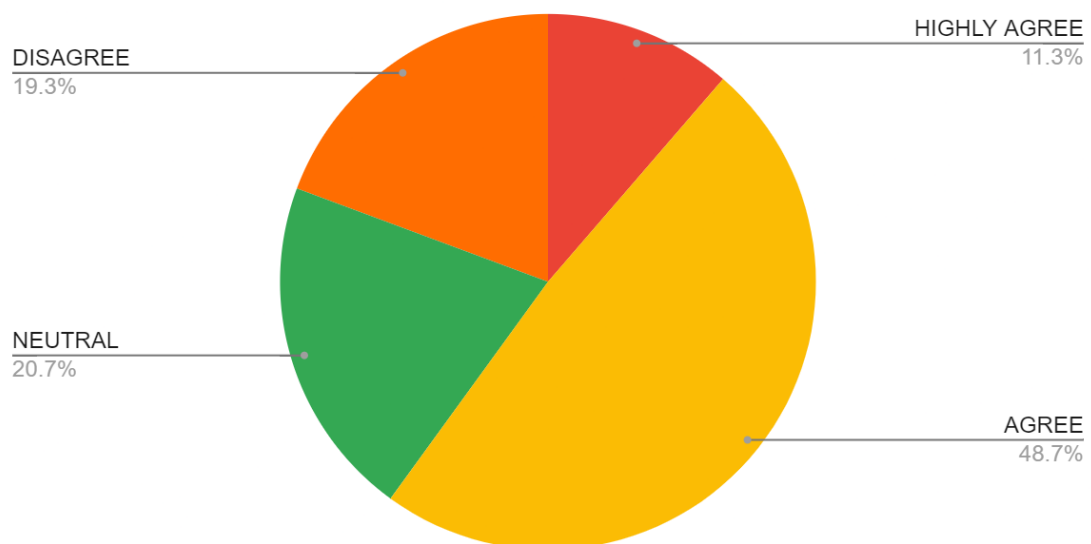


TABLE 4.1.19 TABLE SHOWING RESPONDENTS OPINION ON NON USE OF PPE'S RELATED WITH MAINTAINENCE

MAINTAINENCE FACTOR	POOR QUALITY OF PPE	PER%	LACK OF MAINTAINENCE	PER%	EQUIPMENTS NON AVAILABLE	PER%	LACK OF SUPERVI SION	PER%
SCALE LEVEL								
HIGHLY AGREE	17	11	14	9	12	8	21	14
AGREE	38	25	59	39	24	16	63	42
NEUTRAL	59	39	70	47	70	47	45	30
DISAGREE	26	18	7	5	42	28	17	11
HIGHLY DISAGREE	10	7	0	0	2	1	4	3
TOTAL	150	100	150	100	150	100	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that, for poor quality of PPEs 36% of respondents positively agree, 39% of respondents give as neutral and 25% of respondents negatively disagree. For lack of maintenance 48% of respondents positively agree, 47% of respondents give their response as neutral and 5% of respondents negatively disagree. For equipments non available 24% of respondents positively agree, 47% of respondents give their response as neutral and 29% of respondents negatively disagree. For lack of supervision 56% of respondents positively agree, 30% of respondents give as neutral and 14% of respondents negatively disagree.

CHART 4.2.19 CHART SHOWING RESPONDENTS OPINION ON NON USE OF PPE'S RELATED WITH MAINTAINENCE

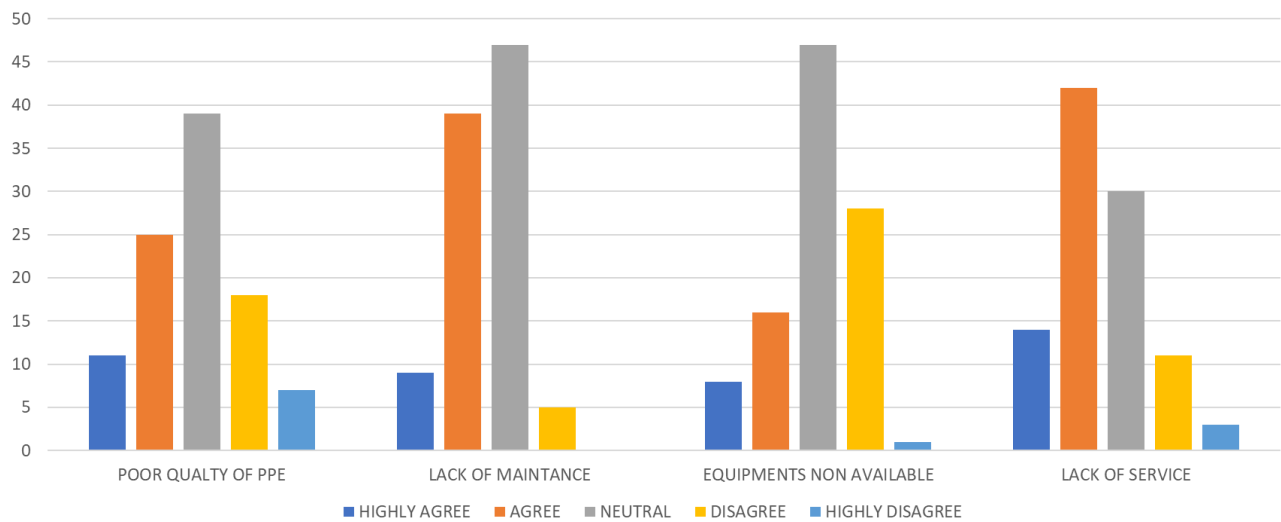


TABLE 4.1.20 TABLE SHOWING RESPONDENTS OPINION ON SATISFACTORY LEVEL OF PPE

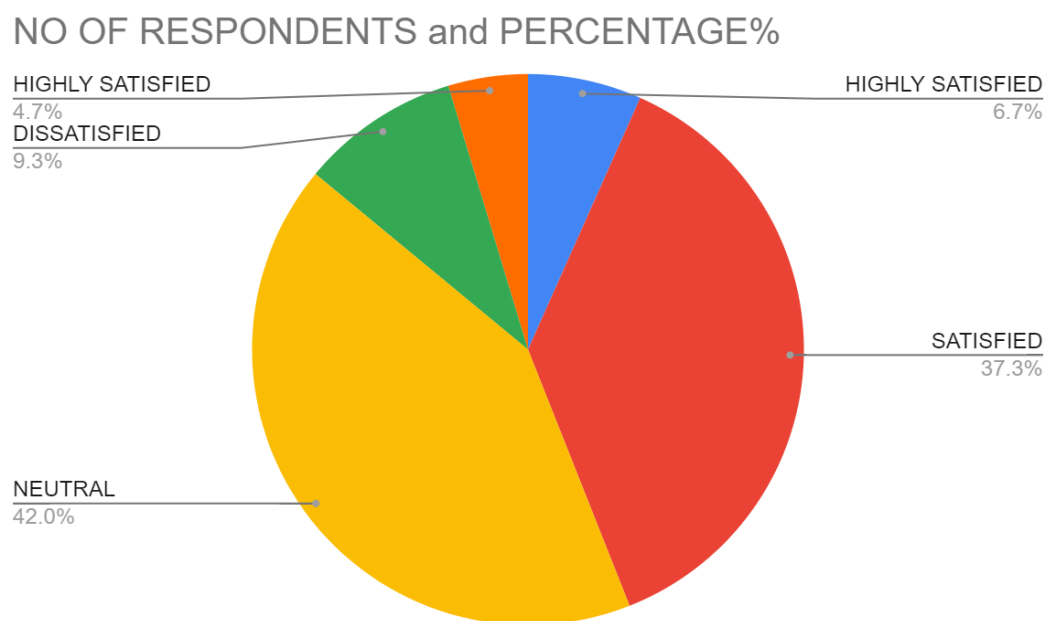
SATISFACTORY LEVEL	NO OF RESPONDENTS	PERCENTAGE%
HIGHLY SATISFIED	10	7
SATISFIED	56	37
NEUTRAL	63	42
DISSATISFIED	14	9
HIGHLY SATISFIED	7	5
TOTAL	150	100

SOURCE: PRIMARY DATA

INFERENCE:

From the study it reveals that, 7% of respondents are highly satisfied with PPE's, 37% of respondents are satisfied 42% of respondents give their response as neutral, 9% of respondents are dissatisfied and 5% of respondents are highly dissatisfied with the satisfactory level of PPE's.

CHART 4.2.20 CHART SHOWING RESPONDENTS OPINION ON SATISFACTORY LEVEL OF PPE



STATISTICAL TOOLS AND ANALYSIS

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is a significance difference between opinion on visiting Wonjin Autoparts India Pvt Ltd hospital regularly for health related issues and level of respondents visited hospital.

Alternate hypothesis (H1):

There is no significance difference between opinion on visiting Wonjin Autoparts India Pvt Ltd hospital regularly for health related issues and level of respondents visited hospital.

Descriptives

TABLE SHOWING RESPONDENT'S OPINION ON VISITING WONJIN AUTOPARTS INDIA PVT LTD HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
HIGHLY SATISFIED	13	1.00	.000	.000	1.00	1.00	1	1
SATISFIED	35	1.77	.426	.072	1.63	1.92	1	2
NEUTRAL	49	2.67	.474	.068	2.54	2.81	2	3
DISSATISFIED	34	3.26	.448	.077	3.11	3.42	3	4
HIGHLY DISSATISFIED	19	4.58	.507	.116	4.33	4.82	4	5
Total	150	2.69	1.080	.088	2.52	2.87	1	5

Test of Homogeneity of Variances

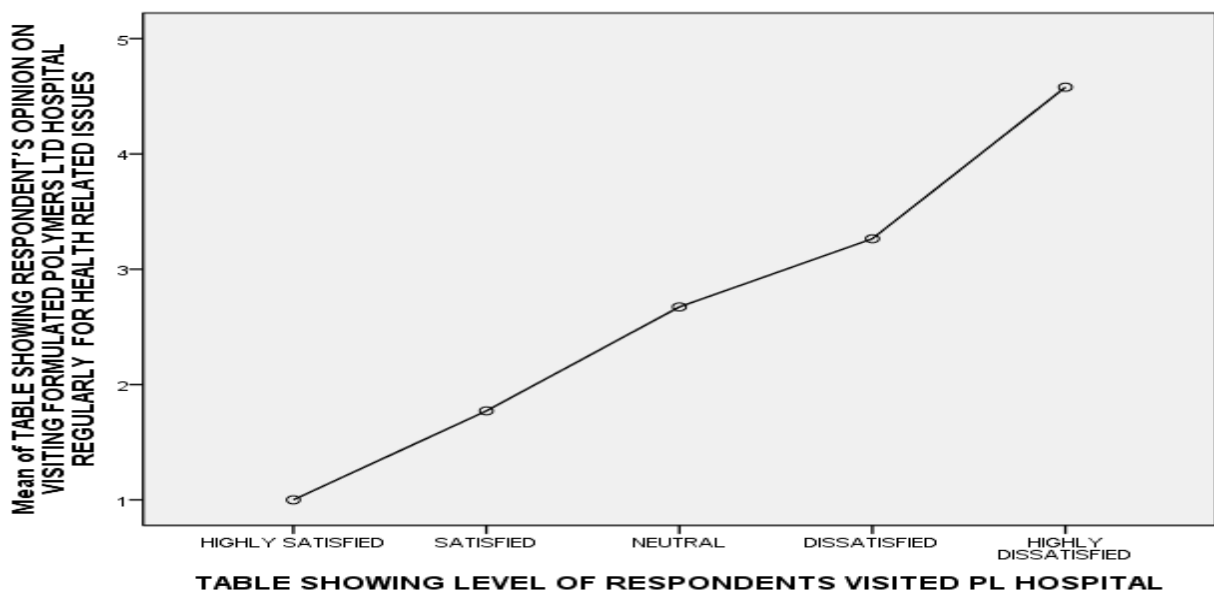
TABLE SHOWING RESPONDENT'S OPINION ON VISITING WONJIN AUTOPARTS INDIA PVT LTD HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

Levene Statistic	df1	df2	Sig.
17.743	4	145	.000

ANOVA

TABLE SHOWING RESPONDENT'S OPINION ON VISITING
WONJIN AUTOPARTS INDIA PVT LTD HOSPITAL REGULARLY
FOR HEALTH RELATED ISSUES

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	145.697	4	36.424	187.314	.000
Within Groups	28.196	145	.194		
Total	173.893	149			



Tabulated value = 2.46

Calculated value = 187.314

$F = F_{cal} > F_{tab}$ $F = 187.314 > 2.46$

Hence, the null hypothesis [H₁] is accepted.

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between opinions on visiting Wonjin Autoparts India Pvt Ltd hospital regularly for health related issues and level of respondents visited hospital.

ANALYSIS USING KARL PEARSON'S CORRELATION

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0):

There is positive relationship between uncomfortable working environment and unsatisfied organizational climate.

Alternate hypothesis (H1):

There is negative relationship between uncomfortable working environment and unsatisfied organizational climate.

Correlations

		UNCOMFORTABLE WORKING ENVIRONMENT	UNSATISFIED ORGANISATIONAL CLIMATE
UNCOMFORTABLE WORKING ENVIRONMENT	Pearson Correlation	1	.834**
	Sig. (2-tailed)		.000
	N	150	150
UNSATISFIED ORGANISATIONAL CLIMATE	Pearson Correlation	.834**	1
	Sig. (2-tailed)	.000	
	N	150	150

** . Correlation is significant at the 0.01 level (2-tailed).

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = .834$$

INFERENCE:

Since r is positive, there is positive relationship between uncomfortable working environment and unsatisfied organizational climate.

CHAPTER V

5.1 FINDINGS OF THE STUDY:

The study conducted in Welfare, Health & Safety Measures of labours, each activity has different factors based on that the findings has been revealed.

1. Personal Details:

- The study it reveals that 7% of respondents has under the age of 21-25 yrs 22% of the respondents under 26-30 yrs of age, 37% of respondents under 31-35 yrs of age & 21% of respondents under 36-46yrs & 13% of respondents are under the age of above 40yrs.
- The study it has reveals that, 52% of respondents are male and 48% of the respondents are female.
- The study reveals that, 3% of respondents are unmarried and 97% or respondents are married.
- The study it has reveals that, 96% of respondents are permanent and 4% of respondents are temporary in their job.
- The study it has reveals that, 4% of respondents have 1-5 yrs of experience, 8% has 6-10 yrs of experience, 18% has 11-15 yrs of experience, 44% has 16-20 yrs of experience and 26% of respondents have above 20 yrs of experience.
- The study it has reveals that, education qualification up to SSLC 6%, +2 11%, ITI/Diploma 13%, UG degree 43% and PG degree 27%. Most of the respondents have been up to UG degree.
- The study it has reveals that, respondents earning monthly income below Rs 10000 are 4%, Rs10000-20000 are 29%, Rs 20000-30000 are 49% and above Rs 30000 are 18%. Most of them come under the income group of Rs 20000 to 30000.

WELFARE FACILITIES

2. Intra Mural Facilities

- The study it has reveals that, for drinking water 38% of the respondents are satisfied and 37% are not satisfied.
- For restroom, 35% of respondents are satisfied.
- For canteen, 55% of respondents are not satisfied.
- For washroom, 44% of respondents are satisfied.
- For washbasins, 44% of respondents are satisfied.

- For crèches, 34% of respondents are satisfied and 31% of respondents not satisfied

Extra mural facilities:

- For housing 38% of respondents are satisfied and 24% of respondents are not satisfied.
- For recreation, 44% of respondents are satisfied, 22% of respondents gives neither positive nor negative scale and 34% of respondents are not satisfied.
- For education, 34% of respondents are satisfied and 31% of respondents are not satisfied.
- For medical, 36% of respondents are satisfied and 27% of respondents are not satisfied.
- For loan, 53% of respondents are satisfied and 22% of respondents are not satisfied.
- For transport, 38% of respondents are satisfied, 25% of respondents gives neither positive nor negative scale and 37% of respondents are not satisfied.

3. Contemporary Welfare facilities:

- For working environment, 58% of respondents are satisfied, 25% of respondents gives neither positive nor negative scale and 17% are not satisfied.
- For labour counseling, 43% of respondents are satisfied, 22% of respondents gives neither positive nor negative scale and 35% of respondents not satisfied.
- For stress, 36% of respondents are satisfied, 38% of respondents gives neither positive nor negative scale and 26% of respondents are not satisfied.
- For support from superiors and peers, 36% of respondents are satisfied and 27% of respondents are not satisfied.

HEALTH FACILITIES

4. Pollution Factor

- For dust, 78% of respondents give are not affected, 13% of respondents are somewhat affected and 9% of respondents are affected.
- For smoke, gas and fumes, 60% of respondents are not affected, 20% of respondents are somewhat affected and 20% of respondents are affected.
- For noise, 58% of respondents are not affected, 23% of respondents are somewhat affected and 19% of respondents are affected

5. Environmental Factors

- For bad weather, 69% of respondents are not affected, 13% of respondents give neither positive nor negative scale and 18% of respondents are affected.
- For badly maintained areas, 58% of respondents are satisfied, 17% of respondents give neither positive nor negative scale and 25% of respondents are not satisfied.

6. Risk Factor

- 76% of respondents positively agree that there is risk of catching disease, 9% give their response as neutral and 15% of respondents negatively disagree and there is no risk of catching disease.
- 57% of respondents positively agree, 27% of response as neutral and 16% of respondents negatively disagree.

7. Hospital Facilities

62% of respondents have visited Wonjin Autoparts India Pvt Ltd hospital for health related issues and 38% of respondents have not visited the hospital regularly.

- Respondents are not regularly visiting PL hospital for health issues are 14% due to more waiting time involved, 32% due to more procedure involved, 44% give their response that service is not good, 7% give their response that there is lack of medical resource and 3% of respondents give other reasons.
- 3% of respondents are highly satisfied, 26% are satisfied, 39% of respondents give their response as neutral, 24% of respondents are dissatisfied & 8% of respondents are highly dissatisfied with the hospital facilities.

SAFETY

8 Psychological Factors

- 54% of respondents positively agree that it is uncomfortable working environment 30% gives their response as neutral & 16% of respondents negatively disagree.
- For Lack of concern for safety 56% of respondents positively agree, 25% gives their response as neutral & 19% of respondents negatively disagree.
- For stress became a regular habit for the non use of PPE's 48% of respondents positively agree, 42% gives their response as neutral & 10% of respondents negatively disagree.

9 Awareness Factors

- 60% of respondents positively agree that there is inadequate knowledge about the work & machines for the non use of PPE's 21% of respondent's gives their response as neutral and 19% of respondents negatively disagree.
- For inadequate safety training 44% of respondents positively agree, 30% of respondents give their response as neutral and 26% of respondents negatively disagree.

10 Maintenance Factors

- For poor quality of PPEs 36% of respondents positively agree, 39% of respondents give as neutral and 25% of respondents negatively disagree.
- For lack of maintenance 48% of respondents positively agree, 47% of respondents give their response as neutral and 5% of respondents negatively disagree.
- For equipments non available 24% of respondents positively agree, 47% of respondents give their response as neutral and 29% of respondents negatively disagree.
- For lack of supervision 56% of respondents positively agree, 30% of respondents give as neutral and 14% of respondents negatively disagree.
- 7%of respondents are highly satisfied with PPE's, 37% of respondents are satisfied 42% of respondents give their response as neutrl, 9% of respondents are dissatisfied and 5% of respondents are highly dissatisfied with the satisfactory level of PPE's.

5.2 SUGGESTION:

WELFARE

- Canteen facilities should be provided in the documentation complex for the traffic department labours
- Dining hall arrangement should be provided for the labours with proper facilities.
- Pure drinking water facilities should be provided at the working places of the labours.
- For the labours children's education allowance should be improved, for lower cater level labours full school fees should be given for the needy students.
- Working environment for the labours should be improved, labour's faces difficulty in working during summer season so centralized air conditioner should be fixed.

HEALTH

- Labour's health has been affected with pollution factors so the administration office should be reengineered with dust free glass doors& windows.
- Labours have been satisfied with the Wonjin Autoparts India Pvt Ltd hospital, even though labours need referrals for outside treatment so, it should be given to the needy labours.

SAFETY

- Awareness regarding safety should be given to the workers related to the use of Personal Protective Equipments like documentary films, seminars taken over by speaker & real life examples like direct talk among the workers with the affected worker by the non use of PPE's.
- There should be proper supervision in the working areas; while the worker is not using respective PPE's for the specified work then strict action should be taken over the worker, as simple mistake leads to a big problem.
- Workers should not get irritate to use PPE's, so well equipped and newly designed Personal Protective Equipments should be given to them so it will make a desire towards PPE's and they will became a regular user of PPE's.

5.3CONCLUSION

The world is competitive to be successful for an organization the labours plays a major role they should be motivated, satisfied, self contented in their field of specialization. Retaining of labours in an organization needs a lot of effort like better treatment, good pay factor and status in the society.

Welfare measures for the labours, working environment facilities are like power given to them in carrying out their activities, so the welfare measures should be implemented effectively.

Apart from this one should be fittest in the working place which helps a lot in the productivity and smooth running of an organization. Labours are considered as the assets of an organization to their wellbeing importance should be given, so health and safety of labours must be given importance to increase the productivity of an organization.

ANNEXURE REFERENCES

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- **Mittal & Agarwal:** “Industrial Relation”
- **Sharmaa A. M:**“Industrial Relation & Labour Legislation”

A STUDY ON EFFECTIVENESS OF LABOURS WELFARE MEASURES WITH REFERENCE TO WONJIN AUTOPARTS INDIA PVT LTD, CHENNAI

QUESTIONNAIRE

1. PERSONAL DETAIL:

A)NAME(optional):

B)AGE : () 21-25YRS () 26-30YRS () 31-35YRS () 36-40YRS
() ABOVE 40YRS

C)GENDER : () MALE () FEMALE

D)MARITAL STATUS: () SINGLE () MARRIED

E)SERVICE STATUS: () PERMANENT () TEMPORARY

F)DEPARTMENT:

G) EXPERIENCE:

Upto 5 years	5 to 10 years	10 to 15 years	15 to 20 years	Above 20 years

H)QUALIFICATION:

SSLC	PUC/+2	ITI/DIPLOMA	UG	PG

I)MONTHLY INCOME:

BELOW 10000	10001 TO 20000	20001 TO 30000	ABOVE 30000

WELFARE FACILITIES

2. INTRA MURAL FACILITIES:

Satisfactory level of facilities provided inside the work place.

PARTICULARS	HIGHLY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	HIGHLY DISSATISFIED
Drinking water					
Restroom\sickroom					
Canteen					
Wash basins					
Cretches					
Washroom					

3. EXTRA MURAL FACILITIES:

Satisfactory level of facilities provided outside the workspace

Particulars	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Housing					
Recreation					
Education					
Loan facilities					
Transport					
Medical facilities					

4. CONTEMPORARY WELFARE FACILITIES:

Satisfactory level of contemporary welfare facilities provided in the
Wonjin Autoparts India Pvt Ltd

Particulars	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Quality of work life					
Labour counseling					
Coping with stress					
Good working condition					

5. Is the welfare facilities motivates you to retain in the current job

() Yes

() No

6. Rank the welfare amenities available to you based on your preference(rank from 1 to 3)

Particulars	Rank
Intra mural facilities	
Extra mural facilities	
Contemporary welfare facilities	

7. Do you need any improvement in the welfare facilities avaiablel to you(if yes) please.....

.....

HEALTH

The following are the factors which affects your health due to your working conditions(please tick the approximate mark through which you are affected)

8. POLLUTION:

Factors	Highly affected	Affected	Unaffected	Not applicable
Air pollution from dust				
Pollution from smoke,gas and fumes				
Noise pollution				

9. ENVIRONMENT:

Factors	Highly affected	Affected	Unaffected	Not applicable
Working outside in bad weather				
Badly maintained areas				

10. RISK FACTOR:

Factors	Very high	high	Neutral	Low	Very low
Chances of catching diseases					
Risk of traffic accidents while working					

11. HOSPITAL FACILITIES:

Do you visit Wonjin Autoparts India Pvt Ltd hospital regularly for health related issues?

() Yes () No

If no why

() waiting time is more () more procedure involved
() service is not good () lack of medical resource? Others

If yes, satisfactory level of hospital facilities provided inside the work place

() highly satisfied () satisfied () neutral () dissatisfied () highly satisfied

12. Do you want any extra facilities to be provided related to your health facilities?

(if yes) please.....
.....

SAFTEY

The factors indicated below are responsible for non use of personal protective equipments(PPE) among the worker(Please give an appropriate tick mark based on your opinion)

13. PSYCHOLOGICAL FACTOR:

Factors	Highly agree	Agree	Neutral	Disagree	Highly disagree
Uncomfortable working environment					
Unsatisfied organization climate					
Lack of concern for own safety					
Stress became a regular habit					

14. AWARENESS FACTOR:

Factor	Highly agree	agree	Neutral	Disagree	Highly disagree
inadequate knowledge about the work and machines					
Inadequate safety training					

15. MAINTAINANCE FACTOR:

Factor	Highly agree	Agree	Neutral	Disagree	Highly disagree
Poor quality of PPE					
Lack of maintainances					
Equipments not available					
Lack of supervision					

16. Satisfactory level personal protective equipments provided at your work place.

- () highly satisfactory
- () satisfied
- () neutral
- () dissatisfied
- () highly dissatisfied