

**A STUDY ON EFFECTIVENESS OF LABOUR WELFARE
MEASURES WITH REFERENCE TO TI CYCLES OF
INDIA , AMBATTUR**

Submitted in partial fulfilment of the requirements for the award of

Bachelor of Commerce

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 | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL-2024



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **MONISHA S (41740022)** who carried out the Project entitled at "**A Study On Effectiveness Of Labour Welfare Measures With Reference To TI Cycle Of India Ambattur**" under our supervision from January 2024 to March 2024.

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This is to certify that Ms. S. Monisha, (Reg. No. : 41740022) B.Com- General,
Sathyabama Institute of Science and Technology, Chennai, has successfully
completed her Project in the topic "**A STUDY ON EFFECTIVENESS OF
LABOUR WELFARE MEASURES**" in our organization from January 2024 to
March 2024

During the above period she was found to be sincere and her performance
was satisfactory. I wish her all success and all the best.

For **TI CYCLES OF INDIA**

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DECLARATION

I **Monisha S** hereby declare that the Project Report entitled **A Study On Effectiveness Of Labour Welfare Measures With Reference To TI Cycle Of India**, done by me under the guidance of Dr. J. RANI (Internal) and Mr. Goudhaman (External) at TI CYCLES OF INDIA, Divison of Tube Investment of India Limited Post Bag.5, C.T.H. Road, Ambattur, Chennai – 600 053, Tamil Nadu, India. is submitted in partial fulfilment of the requirements for the award of Bachelor of Commerce.

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ABSTRACT

The project is based on Labour welfare measures. The subject of the study was a “Study On Labour Welfare Measures With Reference To TI Cycles Of India”. Labour welfare schemes provide workers a better working conditions with improved physical, mental health, safe working atmosphere, accommodations, medical care, schooling, recreational facilities for employee family. The welfare programs adopted by the organization and the working conditions plays a major role in engaging the worker in the work. The basic purpose of labour welfare is to enrich the life of labour and keep them happy. Welfare facilities enable the workers to have the richer and more satisfying life. The degree of success that individual in reaching their goals is important in determining organizational effectiveness. This research aims at knowing the welfare measures. In this research the work atmosphere and the welfare measures provided by the organization. It also aims at finding out the labour relationship. It is the detailed study of worker’s views towards labour welfare measures in cycle industries. The research includes workers satisfaction towards various welfare measure provided by the organization.

This study aims to identify the various labour welfare measures in the organization. The questionnaire was collected for the study as a primary with a sample of 103 respondents. Descriptive research design is used in this study. The collected data has been tabulated and analysed using the tool percentage analysis.

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CHAPTER - 1

INTRODUCTION

1.1 DEFINITION OF LABOUR WELFARE:

The Oxford dictionary defines labour welfare as “efforts to make life worth living for workman”. Chambers dictionary defines welfare as a state of faring or doing well, freedom from calamity, enjoyment of health and prosperity.

In the words of R.R. Hopkins, “welfare is fundamentally an attitude of mind on the part of management, influencing the method by which management activities are undertaken.”

Arthur James Todd defines welfare work as “anything done for the comfort and improvement, intellectual and social, of the employees over and above the wages paid, which is not a necessity of the industry.”

The term welfare is derived from the phrase 'welfare' which means “to fare well”. (Rawat, 1988). The term 'Welfare' expresses many ideas, meanings and connotations, such as the state of wellbeing, health, happiness, prosperity and the development of human resources. It includes the three inter-related aspects - social, economic and relative. The social concept of welfare implies the welfare of man, his family and his community. The economic aspect of welfare covers promotion of economic development by increasing production and productivity. Welfare is also a relative concept, as it is related to time and space. Thereby the term suggests the state of wellbeing and implies wholesomeness of the human being. It is a desirable state of existence involving the mental, physical, moral and emotional factor of a person (Srivastava, 2005).

The Labour Investigation Committee (1944-46) includes under labour welfare activities “anything done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by government or by other agencies, over and above what is laid down by law or what is normally expected as per of the contractual benefits for which the workers may have bargained”.

Labour welfare work aims at providing such service facilities and amenities which enable the workers employed in an organization to perform their work in healthy congenial surrounding conducive to good health and high morale. Labour welfare

is a comprehensive term including various services, benefits and facilities offered by the employer. Through such generous fringe benefits the employer makes life worth living for employees. The welfare amenities are extended in addition to normal wages and other economic rewards available to employees as per the legal provisions. Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer. "International Labour Organization efforts to make life worth living for workers" According to the Oxford dictionary "Welfare is fundamentally an attitude of mind on the part of management influencing the method by which management activities are undertaken.

The welfare measures have more relevance in the context of poor standard of livings of the Indian working class. It is, therefore, one major aspect of national programs towards the promotion of the welfare of people and is as such designed to create a life and work environment of decent comfort for working class. As stated already, the directive principles of state policy in our constitution have very significantly highlighted the need for securing just and humane conditions of work for this vital segment of the community.

FEATURES OF LABOUR WELFARE:

➤ DYNAMIC:

Labour welfare is dynamic in nature. It varies from country to country, region to region and organization. Labour welfare activities depend upon the need of the workers, their social status, social class and so on.

➤ FLEXIBLE:

Labour welfare is a flexible and ever- changing concept as new welfare measures are added from time to time to the existing measures. The needs of work force changes with time and the changing social environment.

➤ VOLUNTARY OR MANDATORY:

Some labour welfare measures are provided by laws and mandatory, while some are voluntarily provided by the organization for betterment of the employees.

Welfare measures may be introduced by the employers, government, employees or by social or charitable agency.

➤ **FUNCTIONS:**

Labour welfare programmes includes various service, facilities and amenities provided to workers for improving their health, efficiency, economic betterment to enhance social status of the employee

TYPES OF WELFARES OFFERED:

INTRAMURAL:

Some benefits are required to able to keep working actively to contribute fully in the production process. These are the welfare services given within the premises of establishment. For example; Clean drinking water, canteens, creches etc.

EXTRAMURAL:

These welfare services are provided outside the premises of the establishment. They are basically given for the protecting the social security of the workers. Every employee wants to be in secure in unforeseen and contingent situations. For example: Medical facilities, Gratuity, Pension, Maternity benefits, social insurance, Accidental insurance, etc.,



CHART 1.1.1

OBJECTIVES OF LABOUR WELFARE:

- Increase the standard of living of working-class labourers.
- Improve working conditions for workers at their workplace.
- Provide social justice and equitable treatment of the workers.
- Attract and retain talented employees, reducing turnover rates.
- To improve employee satisfaction and morale, it is important to address their needs and concerns.
- Enhance and support the overall improvement of the employee.
- Support employees indirectly by enhancing their overall welfare.

LIST OF LABOUR WELFARE ACTS

Various acts were introduced by the government from time to time for the well-being of employees so that their standard of living is improved and protect them from any type of exploitation. Nowadays, many labour laws and many labour welfare organizations are made for providing these welfare activities to employees. Some welfare measures were also launched by the government for the well-being and safety of employees. Some of such acts were



FIGURE 1.1.2

- ✓ The Payment of Wages Act, 1936.
 - ✓ The Trade Union Act, 1926.
 - ✓ The Industrial Disputes Act, 1947.
 - ✓ The Bombay Lift Act, 1939 (as extended to Delhi) The Industrial Employment (SO) Act, 1946.
 - ✓ The Minimum Wages Act, 1948.
 - ✓ The Factories Act, 1948.
 - ✓ The Bombay Labour Welfare Fund Act, 1953.
 - ✓ The Maternity Benefit Act, 1961.
 - ✓ The Motor Transport Workers Act, 1961.
 - ✓ The Payment of Bonus Act, 1964.
 - ✓ The Contract Labour Act, 1970.
 - ✓ The Payment of Gratuity Act, 1972.
 - ✓ The Equal Remuneration Act, 1976.
 - ✓ The Labour Laws Act, 1988.
 - ✓ The Electricity Act, 2003.
 - ✓ The Rural Labour Welfare fund (amendment) Bill 2007.
 - ✓ Social Security Welfare Benefits act 2011.
-
- **Article 38:-** The State shall strive to promote the welfare of the people by securing the protecting as effectively as it may a social order in which justice, social, economic and political shall all the institutions of the national life.

 - **Article 39:-** The State shall in particular, direct its policy towards securing that the citizens, men and women equally have the right to an adequate means of Livelihood. That the ownership and control of the material resources are so distributed also sub serve the common determined. That the operation of the economic system does not

result in the concentration of wealth and means of the production to the common detriment. That there is equal pay for equal work for both men and women.

- **Article 41:-** The state shall within the limits of its economic capacity and development make effective provision for securing the right to work, to education and to public assistance in cases of underserved wants.
- **Article 42:-** The state shall make provision for securing just and human conditions of work and for maternity relief.
- **Article 43:-** The state shall endeavour to secure by suitable legislation or economic organization or in any other way to all workers agricultural industrial or otherwise work a living wage, conditions of work ensuring a decent standard of life and full employment of particular, the state shall endeavor to promote cottage industries on an individual or co – operative basic in rural areas.

1.2 INDUSTRY PROFILE:

An industry is a group of companies that are related based on their primary business activities.

In modern economies, there are dozens of industry classifications. Industry classifications are typically grouped into larger categories called sectors.

Murugappa Group is an Indian conglomerate founded in 1900. The Group has 29 businesses including nine companies listed on the NSE and the BSE.

Headquarters: Chennai

Number of employees: 51,000 (2020)

Founder: A. M. M. Murugappa Chettiar

Revenue: 41,700 crores INR (US\$5.5 billion, 2020)

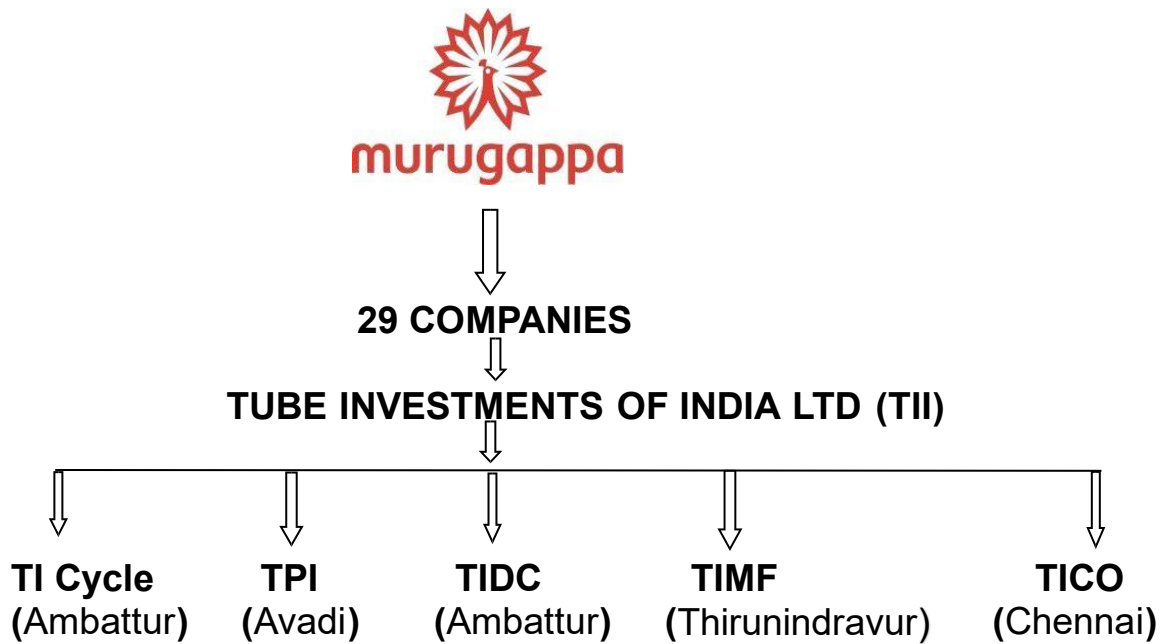
Founded: 1900.

The Murugappa group has 29 companies active in the area of engineering, abrasive, sanitary- ware, fertilizers, finance, bio-products and plantations. The major companies of the group all:

- Carborundum universal limited
- Cholamandalam investment & finance company Ltd.
- Coromandel fertilizers Limited
- EID parry Indian Limited
- Godavari fertilizers Limited
- Parry Agro industries Limited
- Parry Nutraceuticals Limited
- Tube investment of India Limited

➤ TURN OVER SHARE OF SUBSIDIARY COMPANIES	
Name of the Organisation	% Of turn over
TII	28%
EIDP	34%
CFL	16%
CUMI	8%
Others	14%

Table No: 1.2.1



1949: Established TI Cycles of India Limited (present day Tube Investments of India Limited) in association with Tube Investments Limited, UK (present day TI Group)

1955: Established Tube Products of India Limited in association with Tube Products

(Old Bury) Limited, UK

1960: Established TI Diamond Chains Limited in association with Diamond Chain

Company (USA)

Established TI Miller in association with Miller, UK

1965: Established TI Metal Forming

1993: TIDC acquired Satavahana Chains

1999: TPI acquired Steel Strips and Tubes Limited

2001: TII acquired Cholamandalam Investment and Finance Company Limited

Established Cholamandalam MS General Insurance Company Ltd

2010: TI India acquired French chain manufacturer Sedis[1]

In 2012, Tube Investments bought a 44.12% controlling stake in Coimbatore-based

Shanthi Gears for ₹ 292 crore.[2]

In 2014, the large diameter tubing plant was inaugurated

1.2.1 LOGO



1.2.2 THE SPIRIT OF THE MURUGAPPA GROUP:



BICYCLE SECENARIO:

There are four major bicycles type in the industry.

- Hero
- TICI

- Avon
- Atlas

Industry capacity- 15 million units cycles P.A (as on 2013)

Industry capacity utilization -91% (as on 2013)

Industry penetration- 54 percent (as on 2013)

Concentration of component supplies at Ludhiana/ Delhi

Approx. 3500 dealers across the country

India has 90 bicycles for every 1000 people.

MAJOR PLAYERS (As on 2023)		
Company	Volume (Lakh Nos.)	Market Share (%)
Hero	53.85	40%
TII	28.83	31%
Avon	28.30	13%
Atlas	7.68	10%

Table 1.2.2

India is the second largest maker of bicycles in the world after China. Around 15 million bicycles (valued at rs.1500 Crore) are produced each year. Ludhiana has been the prime source of components firm the cycle industry in India.

1.3 COMPANY PROFILE:



Figure 1.3.1

- TI Cycles was established by the Murugappa Group in the year 1949, in collaboration with Tube Investments, UK. The first Hercules bicycle rolled out in 1951. Three more brands were added to the portfolio - Phillips in 1959, BSA in 1964 and Montra in 2011.
- Today, TI Cycles is the leader in the 'specials' segment. The energy of the company can be felt nationwide, thanks to a network of around 1,500 primary dealers and 10,000 secondary dealers.
- TI Cycles has the capacity to manufacture 4 million cycles a year at 3 plants across India - Chennai in the South, Nasik in the West and Noida in the North. This is supported by 4 zonal offices and 4 warehouses across the country.
- TI Cycles has been at the forefront of personal mobility solutions for over 6 decades and has gone from being a pioneer in bicycle manufacture and design to a complete mobility and well-being expert. Standing for the core promise of fun, fitness and freedom, TI Cycles offers consumers a range of bicycles, e-scooters, fitness equipment and infant mobility solutions.
- Known best for its flagship bicycle brands, BSA, Hercules and Montra, TI Cycles has practically created and perfected every new cycle category in the country. The first MTB, the first geared bike, the first Shox model, the first girls' bike, the first kids' bike, the first light roadster and the first carbon frame bike were all introduced by TI Cycles.



Figure 1.3.2

- TI Cycles has constantly come up with new trends to suit evolving consumer needs. With the changing retail environment, TI Cycles has introduced BSA Hercules exclusive stores, which have revolutionised the bicycle outlet in India. A one-stop premium shop for all bicycling and fitness requirements, the exclusive stores have a customer-friendly ambience and serves as a model for other bicycle outlets in the country. TI Cycles has also launched urban and rural Hercules BSA Zone formats in the retail segment. A new initiative, Track and Trail, offers an international range of bikes for the discerning cyclist. Faster, lighter and stronger than any cycle ever created in India, Montra brings international standard carbon frame bike ingeniously manufactured for the first time in India.
- TI Cycles have introduced fun and entertaining stores across the length and breadth of India. The company has been proactive and was first Bicycle Company to change the cycle retail landscape, both in urban and rural areas. With the first urban store in 2007, Hercules is sold in over 200 exclusive urban stores known as 'BSA Hercules Exclusive Stores' which have revolutionised the way people buy bicycles in India. These stores are a one-stop premium shop for all Hercules, BSA & Montra products and have a customer friendly ambience which serves as a model for other bicycle outlets in the country. In 2010, the company started "Hercules BSA Cycles" to provide the urban retail buying experience in smaller towns. In just over a year's time, there are over 200 of these rural stores. For its retail innovation, the company recently received the certificate of appreciation for 'Excellence in Rural Retailing' at the ET Retail Awards 2011. TI Cycles is a quality and customer centric organization. Recently, the company has entered the growing e-scooter and fitness equipment segment in order to cater to the contemporary consumer needs.

- A pioneer in the Cycles market, TI Cycles, formed in 1949, has constantly come up with new trends in line with evolving consumer needs. TI Cycles' vision is "To be the most preferred brand in fitness, recreation & personal mobility solutions". It strives to give its customers not only a bicycle but a lifetime experience.
- Living up to its dynamic vision of going beyond just bicycles, TI Cycles has also made a foray into Fitness and Infants under the brands of BSA Workouts and BSA Toddlers respectively.
- In keeping with its visionary status, TI Cycles is ready to ride the trends of the future, whether they are in new products, and new areas of business or retail. And it is now more set than ever to fulfill its core promise of fun, fitness and freedom for all.

COMPANY INFORMATION:

Register Name	Tube of Investment of India Ltd.
Headquarters	Chennai, Tamil Nadu, India.
Entity Type	Public Limited Company
Founded in	1949 (74yrs old)
Corporate Identity Number (CIN)	L35100TN2008LC069496

Table 1.3.1

VISION:

No one should lose business with whom you do business, so the company will be successful.

MISSION:

Ethical norms in dealing with all the stakeholders. Provide value of money to customers through quality and services. Treat employees with respect; provide opportunity to learn innovativeness and creativity in business.

TI CYCLE CREDO:

- THE ONLY LANGUAGE - PRODUCTION
- THE ONLY CREED - QUALITY
- THE ONLY RELIGION - PRODUCTIVITY
- THE ONLY DIRECTION - GROWTH
- THE ONLY ETHOS - EXCELLENCE

AWARDS AND CERTIFICATIONS:

- Limca Books of Records:

WORLD RECORD @ TI Cycles in Limca Book of Records 2013 (Air Force ride Leh – New Delhi)

Child Most Popular Award

- BSA was awarded as the best kids bicycles in 2013
- Best Social Media Campaign

Student of the year contest was awarded the Best Social media integrated campaign of the year in 2013. Best Stall Display

- BSA Champ stall was awarded the 3rd best display by “The Toy Association of India” at 7th Toybiz international 2013
- Brand Excellence Award
- TI Cycles of India was awarded the ‘Best Cycle Brand’ in India by ABP News Brand Excellence Awards 2013.

- HR Excellence Award
 - TI Cycles India was commended for Strong Commitment to HR Excellence by CII.
 - ISO 14001:1996
 - TI Cycles was awarded ISO 14001:1996 Certification by Bureau Veritas Quality International on 23rd July.
 - ISO 9001:2000
- TI Cycles was awarded ISO 9001:2000 Certification by Bureau Veritas Quality International on 28 March, 2003.
- Exim Bank Award
- TI Cycles was awarded CII Exim Bank Award for Business Excellence.

1.4 PRODUCT PROFILE:

A product is the item offered for sale. A product can be a service or an item. It can be physical or in virtual or cyber form. Every product is made at a cost and each is sold at a price. The price that can be charged depends on the market, the quality, the marketing and the segment that is targeted. TI cycles, one of the largest integrated cycle manufacture in Asia, Manufactures high quality bicycles for both domestic and international market. TICI manufactures and markets the HERCULES, BSA, Track & Trail and Montra brands.



BSA stands for style, fun and comfort. There are several models catering to consumer segments ranging from kids, ladies and other premium end customers. BSA Ladybird, BSA SLR, BSA Champ, BSA Mach are trendsetters and icons in their respective categories. It signifies the joy of cycling. Excitement and comfort go hand in hand with BSA. Today, BSA is an intrinsic part of the Indian family.

BSA as a brand offering consumers a wide range of bicycles, electric cycles, e-scooters, fitness equipments, and infant mobility products. With its origins in UK, BSA is a 140year old brand. Since 1964, the year when BSA was taken over by TI Cycles, the brand has come a long way. Today, BSA is a prominent part of many Indian families, with mobility solutions for everyone – toddlers, kids, teens and adults.



Figure 1.4.1

Our first brand is still as young as ever, signifying strength and passion. It is rugged, robust and is for the rough and tough. Hercules stands for a unique pride of possession. The ranges of Hercules Roadeo and Hercules MTB Turbodriven have been pioneers in the bicycles category catering to the youth. The range of Hercules Ryders is for urban adults for them to ride towards a healthier, happier self. The Hercules Popular brand of "standard" bicycle is a market leader in the segment.

Hercules represents the ambition to help fuel its rider's dreams. So whether it may be adventure, style or fitness, the brand has been close touch with its audience to remain young and rooted to fun, freedom and fitness. The brand which belonged to the erstwhile Hercules Cycle and Motor Company Limited was founded on 9 September, 1910 in Aston, England. The first Hercules bicycle in India rolled out in 1951. The name Hercules was chosen for its association with qualities like durability and robustness. Innovation in the form of products, coupled with reliability and style, has made Hercules one of the nation's leading brands in India. Today, Hercules offers consumers a range of products, from standard and mountain terrain bikes to electric and performance cycles but whether it's the power to go green, pull off tricks or chase dreams, Hercules really provides 'power at your feet'.



Track and Trail is the ultimate destination for everything in cycles - from the best of international bicycles and world-class accessories to a network of people with expertise on technology, performance and the intricacies of cycling. For mountain, road and hybrid bikes, you can choose from Cannondale, Bianchi or Schwinn – world-class brands known for incomparable designs, superior comfort and ease of riding. We also have an exciting range of BMX and MTB cycles from GT and Mongoose for those who like a bit of adventure in their lives.



Figure 1.4.2



Faster, lighter and stronger than any cycle ever created in India, Montra brings international standard carbon frame bike for the first time in India. It is designed and manufactured ingeniously and is a part of the flagship range of TI cycles under Track and Trail. Montra, meaning “My Track” is the bike that lets you ride out your aspirations, that lets you choose your own path.

1.5 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.

1.6 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 equipment among the workers.

Organization like TI CYCLES OF 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 equipment.

1.7 OBJECTIVES OF THE STUDY:

- To study about labour's Welfare, health and safety measures in TI cycles of India Pvt Ltd.
- To know whether the labourers are satisfied with the welfare facilities provided to them.
- To observe the health facilities offered to the labours by the company
- To find out the levels of satisfaction among the laborers with respect to various welfare facilities.

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 TI Cycle of 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 TI Cycle of 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.

CHAPTER – 2

REVIEW OF LITERATURE

Joseph, J. S. (2021) A study on satisfaction levels regarding welfare measures of industrial workers working in selected units of MIDC Nagpur. Main objective of the study is to study demographic variables of the industrial workers and to study the level of welfare facilities available in the organization.

Meenakshi Yadav (2020) in his paper 'welfare measures'-A study on analysis of workers reveals the welfare measures in the corporate sector. The factor analysis model has various issues for labor welfare into eight factors. These are: loans and compensation facilities, education, housing, subsidized food, better working environment, stability of work force and provision of cooperative societies. To maintain good industrial relations in the organizations, these types of welfare facilities can maintain long way efficiency in the organizations. The corporate sector should maintain a good provision of welfare measures for the workers.

Sai Anil Kumar and Anil Kumar (2018) has conducted a study on "Labour Welfare Measures in Singareni Collieries Company Limited." The study clearly states that Labour is an important element in any Industry. Labour Welfare measures are made by the employers to their labour to improve the standard of living, which effects the productivity of the worker in a positive way. This article reviews the welfare measures implemented by the company. The areas covered under review are canteen facility, education, housing, Singareni Seva Samithi (SSS). It also examines the terminal benefits like coal mine provident fund and pension scheme.

Srinivasa Rao and Vidyanath [2018]- Have carried comparative study to examine the effectiveness of statutory welfare measures fulfilment in sugar mills at Krishna District of Andhra Pradesh. The researchers critically evaluated the canteen facility satisfaction among the selected employees of sugar mills. The researchers framed hypothesis test to explore the association between age and statutory welfare measures fulfilment across the different sugar mills selected for the study. The result

indicates that age has significant association with welfare measures fulfillment and KCP sugar mills have higher welfare measures fulfillment compared to Delta Sugar Mills and other Sugar mills of Andhra Pradesh.

Amanjeet Kaur (2017) suggests that welfare measures make an employee to work in efficient manner as well as satisfied manner.

DR. T. Priyanga [2016]-The author writes that the relationship between labour welfare facilities provided and job satisfaction experienced by workers in organised sectors in India. It will also draw a comparison of the labour welfare facilities provided and the extent of job satisfaction experienced between the Indian and organised sectors. The welfare measures influence the sentiment of the workers and contribute to the maintenance of industrial peace. Labour welfare is, thus, one of the major determinants of industrial relations. Apart from improved morale and loyalty welfare measures are of significance to reduce absenteeism and labour turnover in industries. This article paper highlights labour welfare programmes towards organised sectors-a conceptual overview.

B. RAJKAPUR (2014) In this article the author states that Labour welfare is a important fact of Industrial relations. These give satisfaction to the worker and ensure that proper remuneration is achieved. With the growth of Industrialization, Mechanization and Computerization, labour welfare measures has got fillip. The workers In the Industries cannot cope up with pace of modern life with minimum sustenance amenities. The workers are in need of added stimulus to keep body and mind together. Labour welfare, though it has been provided to contribute to efficiency in production, is expensive. Each employer provides welfare measures of varying degrees of importance for Labour force.

Upadhyay and Gupta (2012) conclude that communication plays a major role in increasing the satisfaction of an employee. Satisfied employees are reported to have high morale. Welfare measures and work experience does not necessarily relate to satisfaction. Therefore, its recommended that company should provide for adequate welfare measures but should not burden itself by increasing the cost part

of it in greed to earn the competitive edge and declare itself as most desired company. Other factors like good and open communication, providing motivating factors, empowerment etc should be taken into consideration for increasing the employee satisfaction level.

Mathew (2011), argued that employee welfare measures are an incentive to employee motivation, it not only increases the workers' efficiency but to solve unique organizational issues that will ultimately leads for high performance and thus increases levels of employee productivity service delivery in an organization.

DR. C. Vijaya Banu and M. J. Ashifa (2011) in the article on “ A study on labour welfare measure in Public transport Corporation” this study throw light on welfare measures followed in Public Sector Transport Corporation. The study analysis the various dimensions of labour welfare measures that are perceived to the labours. It highlights the perception and level of satisfaction of the labours regarding the various welfare measures and the methods to improve the welfare schemes in Public Sector Transport Corporation.

Balakumar. R (2010), has submitted a research report on welfare measures provide for employees at In Mas Linea Leather Company, Chennai. Stating that well-being of an employee makes an organization a productive one and a successful one.

Souza (2009) explained labour welfare and job satisfaction relationship in pharmaceutical companies and multinational pharmaceutical companies that all the eight labour welfare dimensions (education/ training, recreation, medical, subsidized loan, canteen, housing, safety and others) are positively and significantly correlated with job satisfaction at the 0.01 level. This implies that an increase in any of the labour welfare dimensions is likely to significantly increase job satisfaction of employees (N=201) in the pharmaceutical companies in Goa.

Jegadeesan (2009) focused on the importance of improvement of labour welfare for increasing productivity of the organization. After Globalization as the working condition of employees have been continuously changing due to various factors, the organization are planning to implement various welfare and social security program to minimized the social, physical, psychological problems and mitigate the risk encountered by the employee in their work and social life. Welfare not only motivate

employees but also influence the sentiments of workers when an employee feel that the management are interested in their wellness and happiness, his tendency to grumble will gradually disappear. Thus Welfare activities develop the physique, morality, intelligence and the standard of living of the worker and thus it improves the efficiency and productivity.

Singh (2008) observed that there is a positive relation between the welfare measures and man power productivity i.e. if the proper welfare measures are taken the productivity of the employees will increase and ultimately the profit of the organization as well as it enhances the morale and motivation of the employees which gives a positive impact on the efficiency level of the organization. According to Khademi (2014), Organizational welfare has a positive impact on organizational performance including happiness, security, motivation and job satisfaction.

Mamoria (2005), in their book, “Labour Welfare Work and Institution of Labour Welfare Officer in Dynamics of Industrial Relations”, have discussed the welfare facilities provided by various organizations such as cotton mills in Mumbai, Jute mills, steel plants, mines, plantations, railways, postal & telegraphs, ports and dockyards. They have also discussed the employee welfare measures undertaken by the Government from the First Five Year Plan to Eighth Five Year Plan period.

Punekar, Deodhar and Sankaran (2004), in their book, “Labour Welfare, Trade Unionism and Industrial Relations”, have stated that labour welfare is anything done for the comfort and improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.

Michael (2001), in his book, “Labour Welfare Measures and Labour Welfare3 Officers Human Resource Management and Human Relations”, has said that the provision of intra-mural and extra-mural welfare facilities help in improving the

quality of work life of employees thereby good human relations will develop among different cadres of employees.

Tripathi (1998), in his book, "Labour Welfare and Social Security Personnel Management & Industrial Relations" has explained the principles of labour welfare services, types of labour welfare services, different legislations and Acts. He also discussed the social security measures in terms of medical care, sickness benefit, unemployment benefit, maternity benefit etc., besides explaining the social security system in India.

Shri V. V. Giri (1972), has felt that resolving Labour Problems in Indian Industry is a wise investment which yields good dividends in the long run.

CHAPTER – 3

RESEARCH METHODOLOGY

Research methodology is a way of explaining how a researcher intends to carry out their research. It's a logical, systematic plan to resolve a research problem. A methodology details a researcher's approach to the research to ensure reliable, valid results that address their aims and objectives. It encompasses what data they're going to collect and where from, as well as how its being collected and analyzed.

Types of research methodology:

- Qualitative research
- Quantitative research

3.1 RESEARCH DESIGN:

A research design is simply a structural framework of various research methods as well as techniques that are utilized by a researcher. Descriptive research design was adopted in this project work. Since, the investigator wants to know about the workers opinion.

Descriptive research design is also called as explanatory design. This is the one that simply describes such as demographic characteristics. The descriptive study is typically concerned with determining frequency with which something occurs or how two variable vary together.

3.2 SOURCES OF DATA:

Two methods of data collection are used:

3.2.1 PRIMARY DATA:

Primary data is the original data collected by the researcher first hand. It is collected for the first to field survey. The various sources of collecting primary data are questionnaire, observation, interview, etc.,

The present study data have been collected through questionnaire. The questionnaire was design according to the objectives of my study.

I have collecting primary data through issuing questionnaire as google forms to the workers of TI Cycle of India Pvt. Ltd.

3.2.2 SECONDARY DATA:

It is the data which already collected or exists in the organization in the form of past records, websites and related journals, and the data was collected from the books, company websites, google and other related records. The secondary source used for this study is company profile, scope, need, review of literature.

3.3 STRUCTURE OF QUESTIONNAIRE:

A structured questionnaire is a document used to collect data from the respondents and consists of a set of standardized questions. Questionnaire was divided into two types. First section contains general information about the workers and the second section contains the questions about labour welfare facilities provided in the organization.

3.4 SAMPLE SIZE:

It refers to the number of elements of the population to sample. The sample size chosen for the survey is 103 employees of TI Cycle of India Ltd.

3.5 SAMPLING TECHNIQUE:

I have used the simple random sampling in probability sampling technique for this study.

3.5.1 PROBABILITY SAMPLING:

This Sampling technique uses randomization to make sure that every element of the population gets an equal chance to be part of the selected sample. It's alternatively known as random sampling.

3.5.2 SIMPLE RANDOM SAMPLING:

Every element has an equal chance of getting selected to be the part sample. It is used when we don't have any kind of prior information about the target population.

3.6 PERIOD OF STUDY

The period of the study is January 2024 to March 2024.

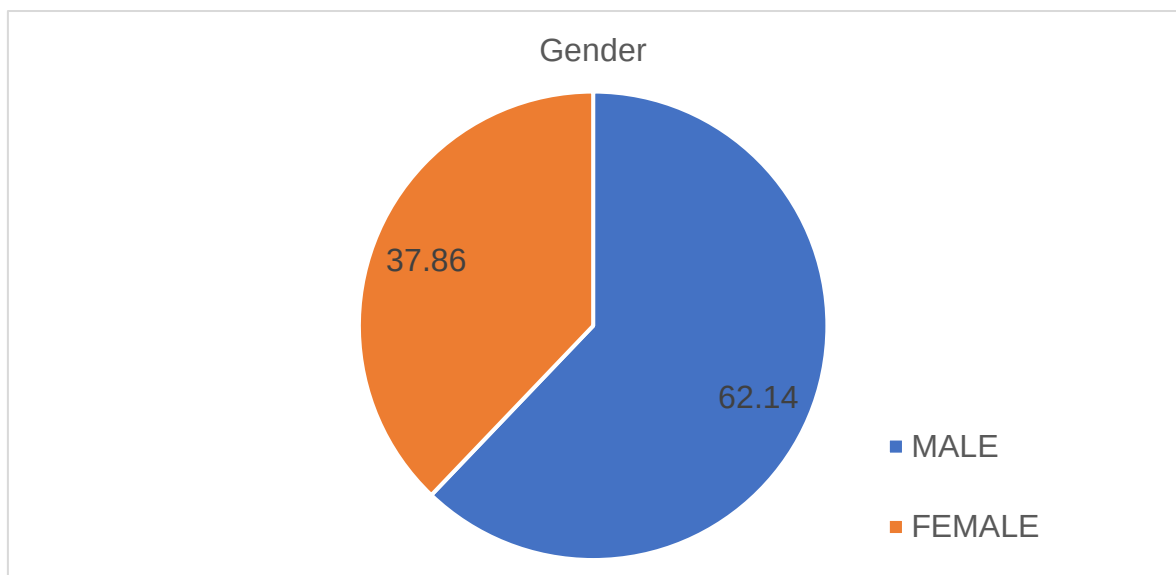
CHAPTER – 4

DATA ANALYSIS AND INTERPRETATION

4.1: PERCENTAGE ANALYSIS

4.1.1: Table Showing the gender wise classification of the respondent

Gender	No. of. Respondent	Percentage
Male	64	62.14
Female	39	37.86
Total	103	100



4.1.1: Chart Showing the gender wise classification of the respondent

INTERPRETATION:

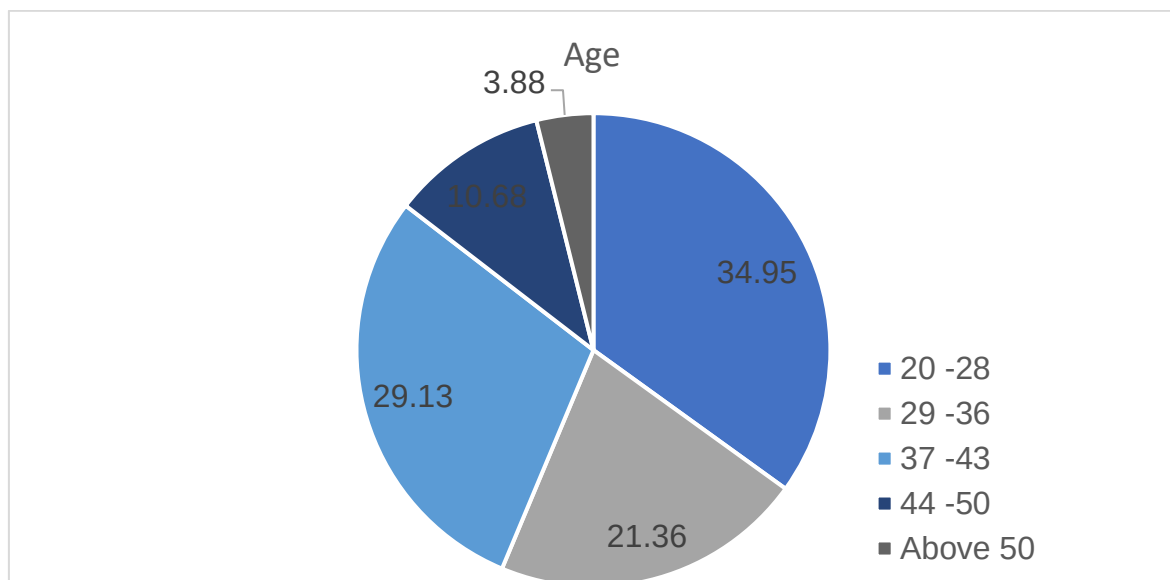
From the above table it is interpreted that the 62.14% of the respondents are male and rest of 37.86% are female respondents.

INFERENCE:

Majority 62.14% of the respondents are male.

4.1.2: Table Showing Age wise classification of the respondent

Age	No. of. Respondent	Percentage
20 - 28	36	34.95
29 - 36	22	21.36
37 - 43	30	29.13
44 - 50	11	10.68
Above 50	4	3.88
Total	103	100



4.1.2: Chart Showing Age wise classification of the respondent

INTERPRETATION:

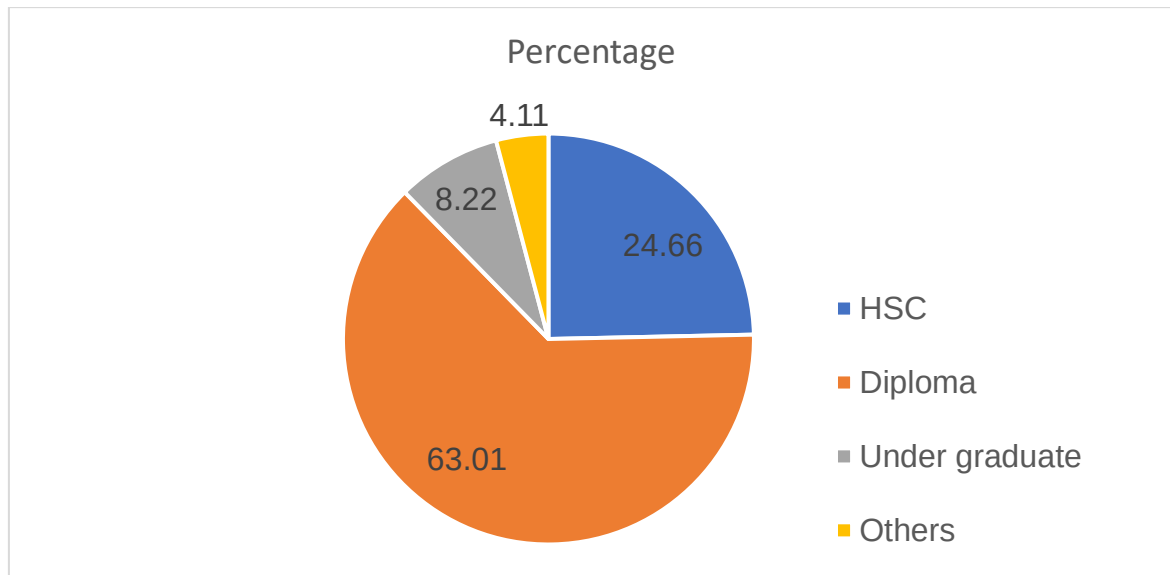
From the above table it is interpreted that the 34.95% of the respondents are in the age category of 20-28 years, 21.36% of the respondents are in the age category of 29-36 years, 29.13% of the respondents are in the age group of 37-43 years, 10.68% of the respondents are in the category of 44 – 50 years, 3.88% of the respondents are in the age category of above 50 years.

INFERENCE:

Majority 34.95% of the respondent are 20 – 28 years old.

4.1.3: Table Showing educational qualification wise classification of respondent

Educational Qualification	No. of. Respondent	Percentage
HSC	48	24.66
Diploma	46	63.01
Under graduate	6	8.22
Others	3	4.11
Total	103	100



4.1.3: Chart Showing educational qualification wise classification of respondent

INTERPRETATION:

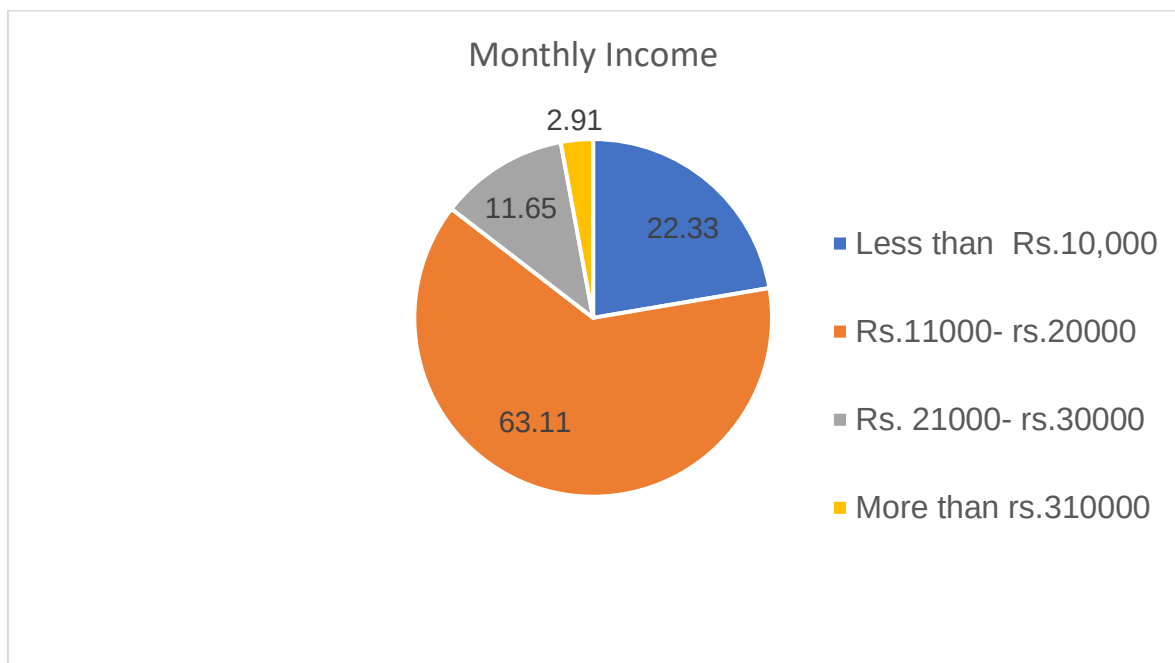
From the above table it is interpreted that the 24.66% of the respondents are HSC, 63.01% of the respondents are diploma, 8.22% of the respondents are Under graduate, 4.11% of the respondents are others.

INFERENCE:

Majority 63.01% of the respondents are Diploma.

4.1.4: Table Showing the monthly income wise classification of the respondent

Monthly Income	No. of. Respondent	Percentage
Less than Rs.10,000	23	22.33
Rs. 11,000 – 20,000	65	63.11
Rs. 21,000 – 30,000	12	11.65
More than Rs. 31,000	3	2.91
Total	103	100



4.1.4: Chart Showing the monthly income wise classification of the respondent

INTREPRETATION:

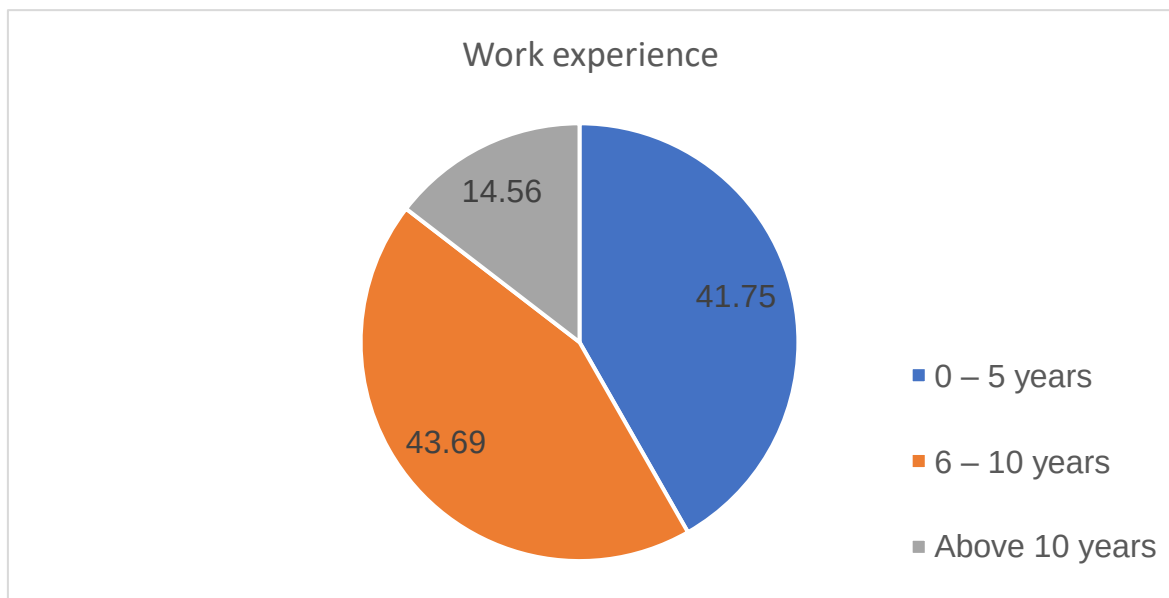
From the above table it is interpreted that the 22.33% of the respondents are earning less than Rs. 10,000, 63.11% of the respondents are earning between Rs.11,000 – 20,000, 11.65 %of the respondents are earning between Rs.21,000- 30,000, 2.91% of the respondents are earning more than 31,000.

INFERENCE:

Majority 63.11% of the respondent are earning between Rs. 11,000 – 20,000.

4.1.5: Table Showing the work experience wise classification of the respondent

Work experience	No. of. Respondent	Percentage
0 – 5 years	43	41.75
6 – 10 years	45	43.69
Above 10 years	15	14.56
Total	103	100



4.1.5: Chart Showing the work experience wise classification of the respondent

INTREPRETATION:

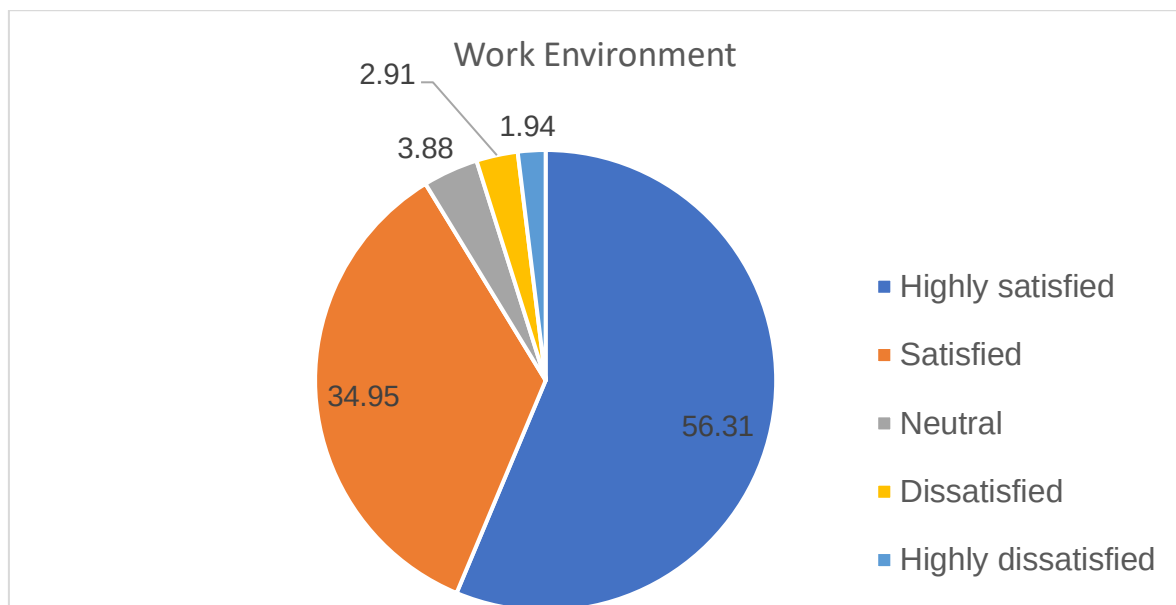
From the above table it is interpreted that the 41.75% of the respondent are 0- 5years work experience, 43.69% of the respondents are 6- 10years work experience, 14.56%of the respondents are above 10 years.

INFERENCE:

Majority 41.75% of the respondent are working between 0 – 5 years.

4.1.6: Table Showing the work environment of the company

Work Environment	No. of. Respondent	Percentage
Highly satisfied	58	56.31
Satisfied	36	34.95
Neutral	4	3.88
Dissatisfied	3	2.91
Highly dissatisfied	2	1.94
Total	103	100



4.1.6: Chart Showing the work environment of the company

INTERPRETATION:

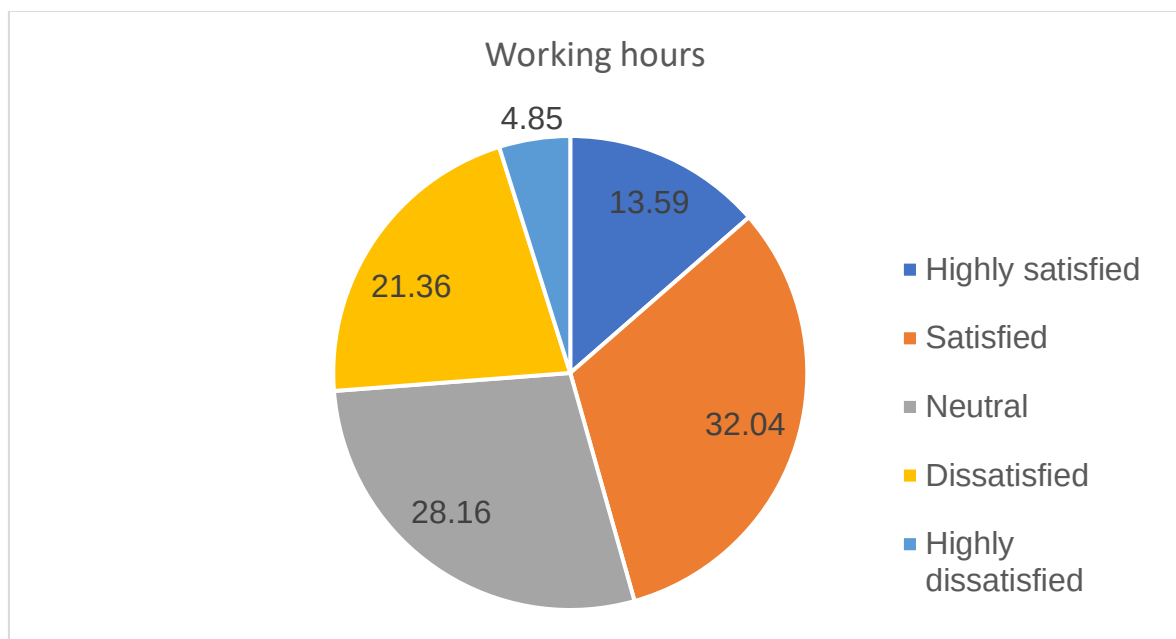
From the above table it is interpreted that the 56.31% of the respondent are highly satisfied, 34.95% of the respondent are satisfied, 3.88% of the respondent are neutral, 2.91% of the respondent are dissatisfied, 1.94% of the respondent are highly dissatisfied.

INFERENCE:

Majority 56.31% of the respondents are highly satisfied with the work environment.

4.1.7: Table Showing the Working hours of the company

Working hours	No. of. Respondent	Percentage
Highly satisfied	14	13.59
Satisfied	33	32.04
Neutral	29	28.16
Dissatisfied	22	21.36
Highly dissatisfied	5	4.85
Total	103	100



4.1.7: Chart Showing the Working hours of the company

INTERPRETATION:

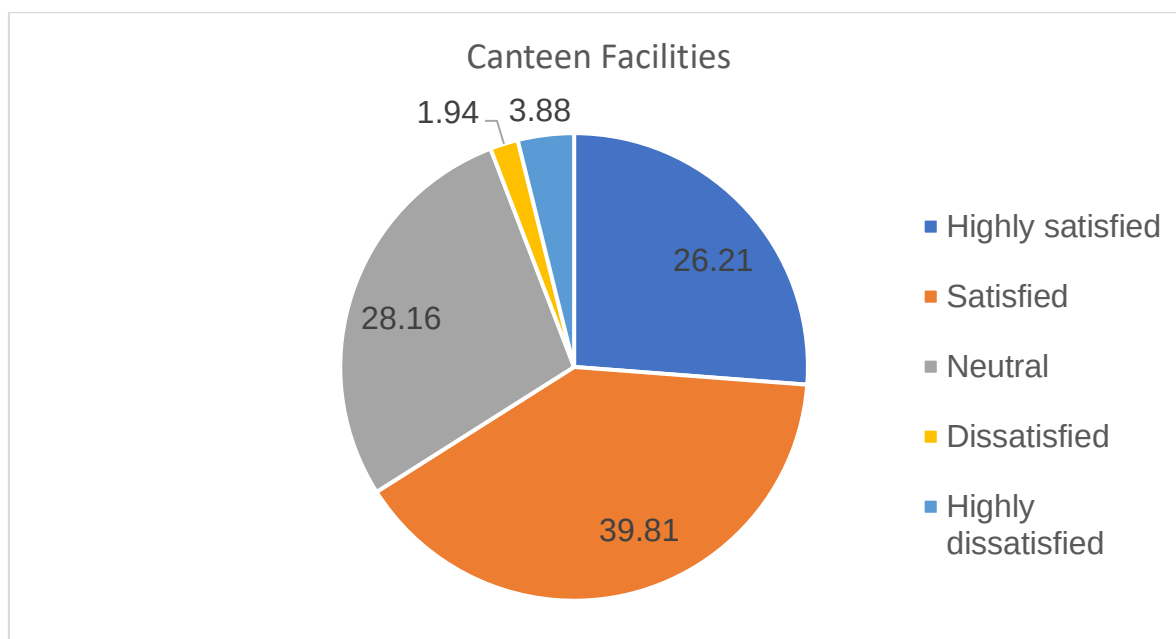
From the above table it is interpreted that the 13.59% of the respondent are highly satisfied, 32.04% of the respondent are satisfied, 28.16% of the respondent are neutral, 21.36% of the respondent are dissatisfied, 4.85 of the respondent are highly dissatisfied.

INFERENCE:

Majority 32.04% of the respondent are satisfied with the working hours of the company.

4.1.8: Table Showing Canteen Facilities provided by the company

Canteen Facilities	No. of. Respondent	Percentage
Highly satisfied	27	26.21
Satisfied	41	39.81
Neutral	29	28.16
Dissatisfied	2	1.94
Highly dissatisfied	4	3.88
Total	103	100



4.1.8: Chart Showing Canteen Facilities provided by the company

INTERPRETATION:

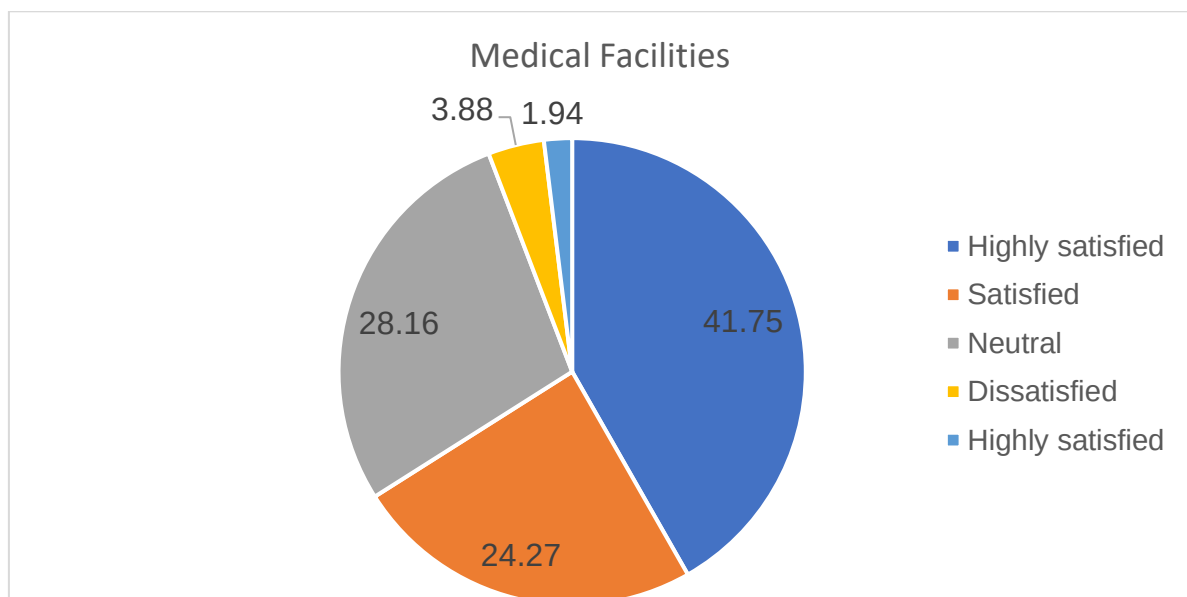
From the above table it is interpreted that the 26.21% of the respondent are highly satisfied, 39.81% of the respondent are satisfied, 28.16% of the respondent are neutral, 1.94% of the respondent are dissatisfied, 3.88% of the respondent are highly dissatisfied.

INFERENCE:

Majority 39.81% of the respondent are satisfied with the canteen facilities provided by the company.

4.1.9: Table Showing Medical Facilities provided by the company.

Medical Facilities	No. of. Respondent	Percentage
Highly Satisfied	43	41.75
Satisfied	25	24.27
Neutral	29	28.16
Dissatisfied	4	3.88
Highly dissatisfied	2	1.94
Total	103	100



4.1.9: Chart Showing Medical Facilities provided by the company

INTERPRETATION:

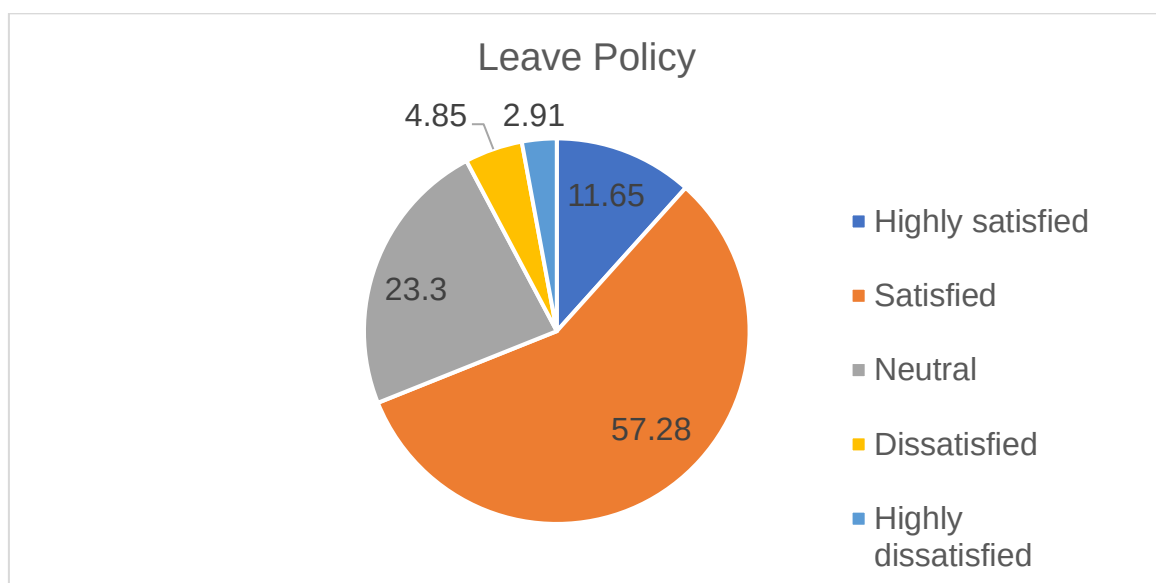
From the above table it is interpreted that the 41.75% of the respondent are highly satisfied, 24.27% of the respondent are satisfied, 28.16% of the respondent are neutral, 3.88% of the respondent are dissatisfied, 1.94% of the respondent are highly dissatisfied.

INFERENCE:

Majority 41.75% of the respondent are highly satisfied with medical facilities provided by the company.

4.1.10: Table Showing the leave policy provided by the company

Leave Policy	No. of. Respondent	Percentage
Highly satisfied	12	11.65
Satisfied	59	57.28
Neutral	24	23.3
Dissatisfied	5	4.85
Highly dissatisfied	3	2.91
Total	103	100



4.1.10: Chart Showing the leave policy provided by the company.

INTERPRETATION:

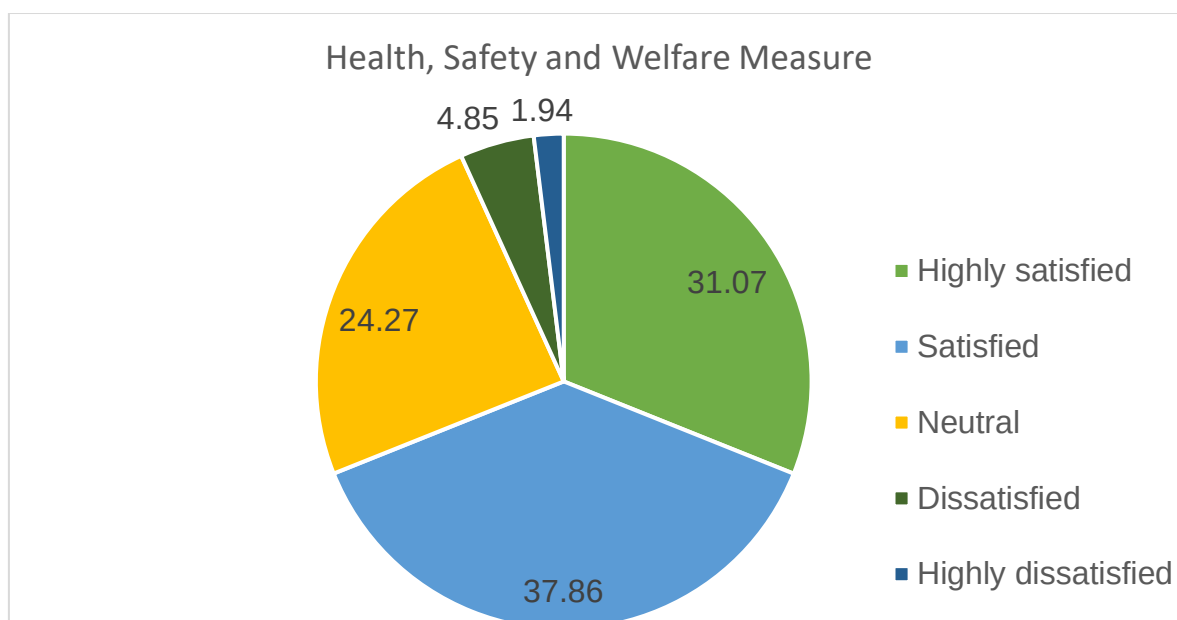
From the above table it is interpreted that the 11.65% of the respondent are highly satisfied, 57.28% of the respondent are satisfied, 23.3% of the respondent are neutral, 4.85% of the respondent are dissatisfied, 2.91% of the respondent are highly dissatisfied.

INFERENCE:

Majority 57.28% of the respondent are satisfied with the Leave policy provided by the company.

4.1.11: Table Showing health, safety and labour welfare provided by the company.

Health, Safety and Welfare Measure	No. of. Respondent	Percentage
Highly satisfied	32	31.07
Satisfied	39	37.86
Neutral	25	24.27
Dissatisfied	5	4.85
Highly dissatisfied	2	1.94
Total	103	100



4.1.11: Chart Showing health, safety and labour welfare provided by the company.

INTERPRETATION:

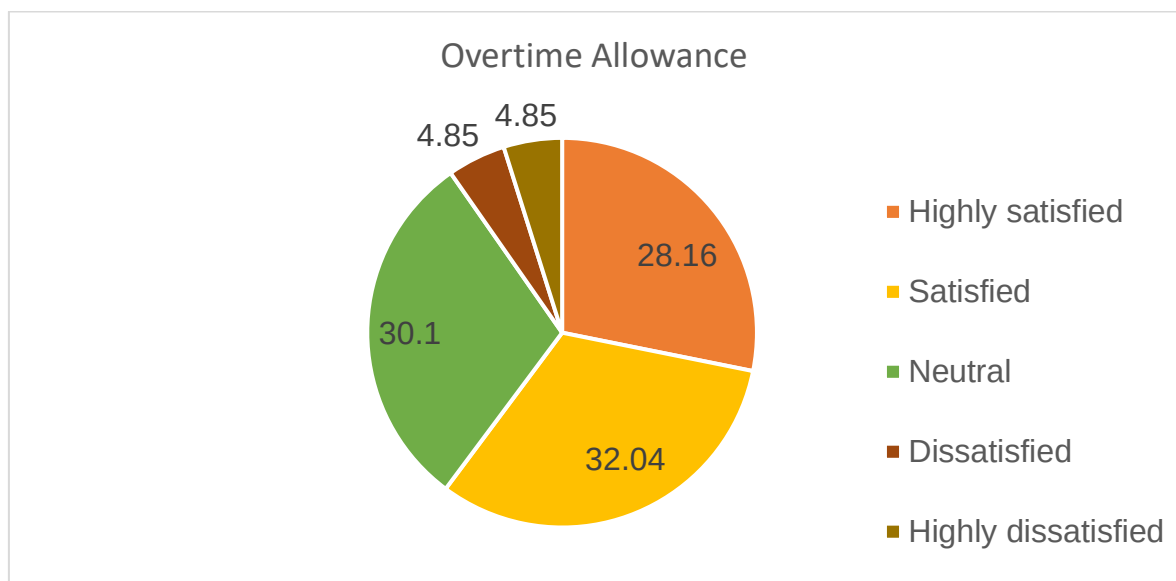
From the above table it is interpreted that the 31.07% of the respondent are highly satisfied, 37.86% of the respondent are satisfied, 24.27% of the respondent are neutral, 4.85% of the respondent are dissatisfied, 1.94% of the respondent are highly dissatisfied.

INFERENCE:

Majority 37.86% of the respondent are satisfied with Health, safety and welfare measure provided by the company.

4.1.12: Table Showing overtime allowance provided by the company.

Overtime allowance	No. of. Respondent	Percentage
Highly satisfied	29	28.16
Satisfied	33	32.04
Neutral	31	30.1
Dissatisfied	5	4.85
Highly dissatisfied	5	4.85
Total	103	100



4.1.12: Chart Showing overtime allowance provided by the company.

INTERPRETATION:

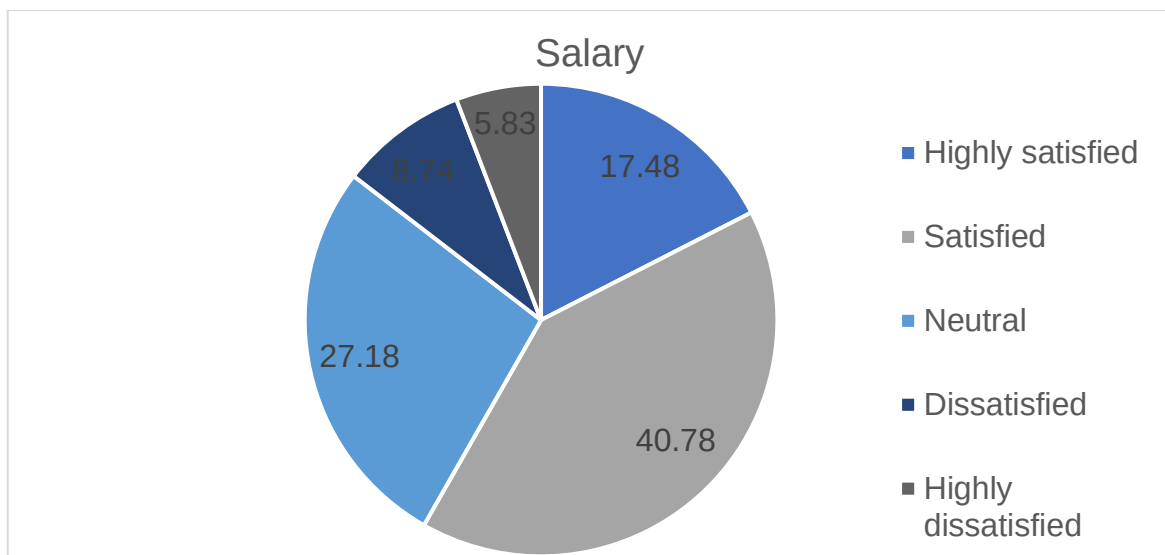
From the above table it is interpreted that the 28.16% of the respondent are highly satisfied, 32.04% of the respondent are satisfied, 30.1% of the respondent are neutral, 4.85% of the respondent are dissatisfied, 4.85% of the respondent are highly dissatisfied.

INFERENCE:

Majority 32.04% of the respondent are satisfied Overtime allowance provided by the company.

4.1.13: Table Showing the satisfaction level of salary provided by the company.

Salary	No. of. Respondent	Percentage
Highly satisfied	18	17.48
Satisfied	42	40.78
Neutral	28	27.18
Dissatisfied	9	8.74
Highly dissatisfied	6	5.83
Total	103	100



4.1.13: Chart Showing the satisfaction level of salary provided by the company

INTERPRETATION:

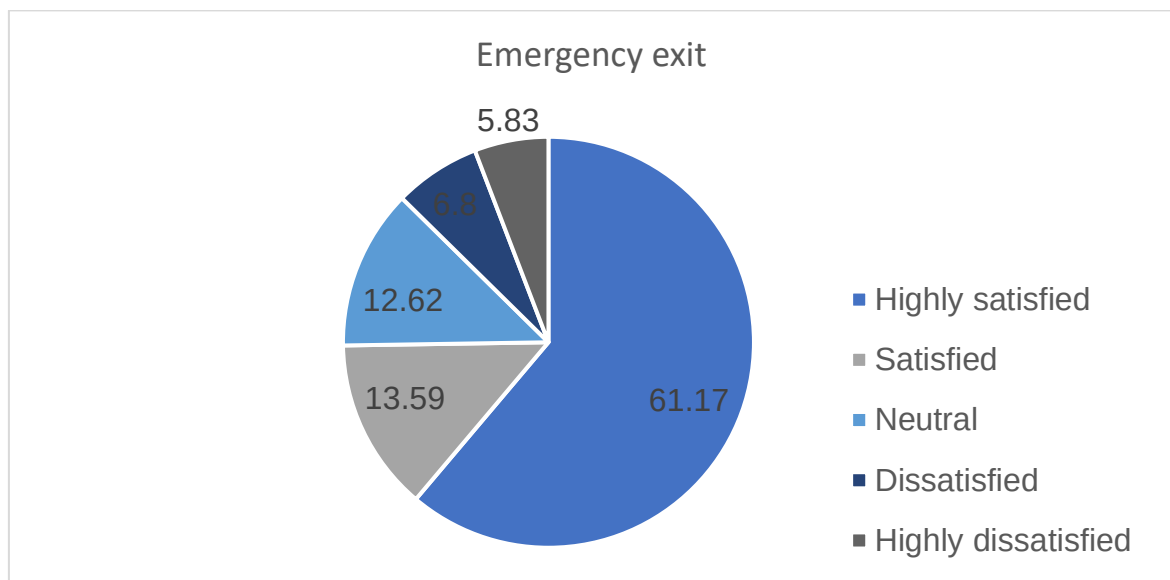
From the above table it is interpreted that the 17.48% of the respondent are highly satisfied, 40.78% of the respondent are satisfied, 27.18% of the respondent are neutral, 8.74% of the respondent are dissatisfied, 5.83% of the respondent are highly dissatisfied.

INFERENCE:

Majority 40.78% of the respondent are satisfied with the salary provided by the company.

4.1.14: Table Showing the satisfaction level of Emergency Exit provided by the company.

Emergency exit	No. of. Respondent	Percentage
Highly satisfied	63	61.17
Satisfied	14	13.59
Neutral	13	12.62
Dissatisfied	7	6.8
Highly dissatisfied	6	5.83
Total	103	100



4.1.14: Chart Shows the company has whether emergency exit or not

INTERPRETATION:

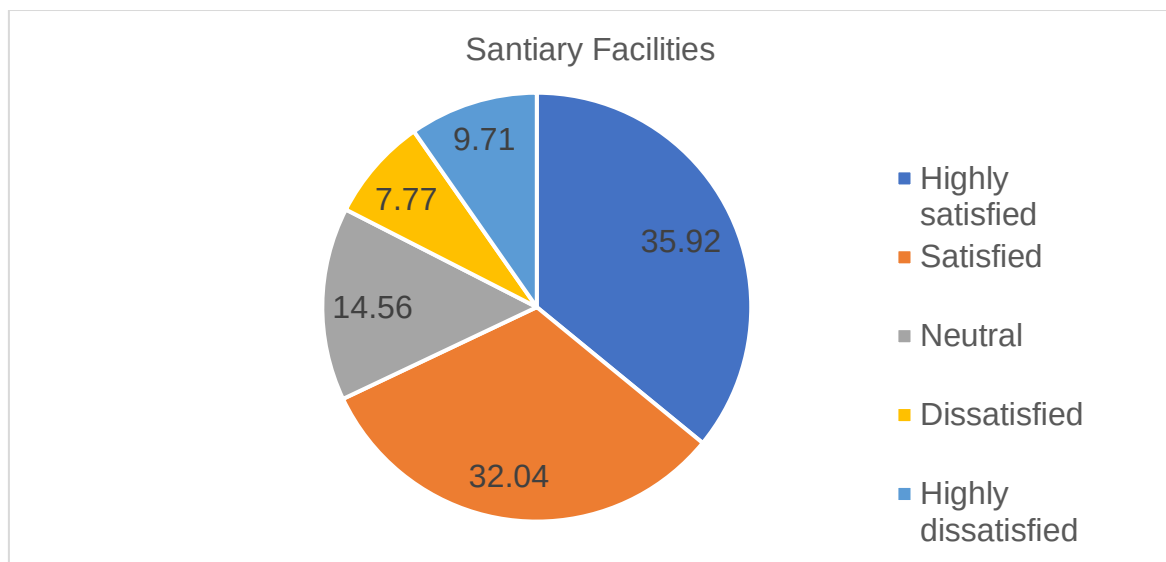
From the above table it is interpreted that the 61.17% of the respondent are highly satisfied, 13.59% of the respondent are satisfied, 12.62% of the respondent are neutral, 6.8% of the respondent are dissatisfied, 5.83% of the respondent are highly dissatisfied.

INFERENCE:

Majority 61.17% of the respondent are highly satisfied with the emergency exit provided by the company.

4.1.15: Table Shows the sanitary facilities provided by the company

Sanitary facilities	No. of. Respondent	Percentage
Highly satisfied	37	35.92
Satisfied	33	32.04
Neutral	15	14.56
Dissatisfied	8	7.77
Highly dissatisfied	10	9.71
Total	103	100



4.1.15: Chart Shows the sanitary facilities provided by the company

INTERPRETATION:

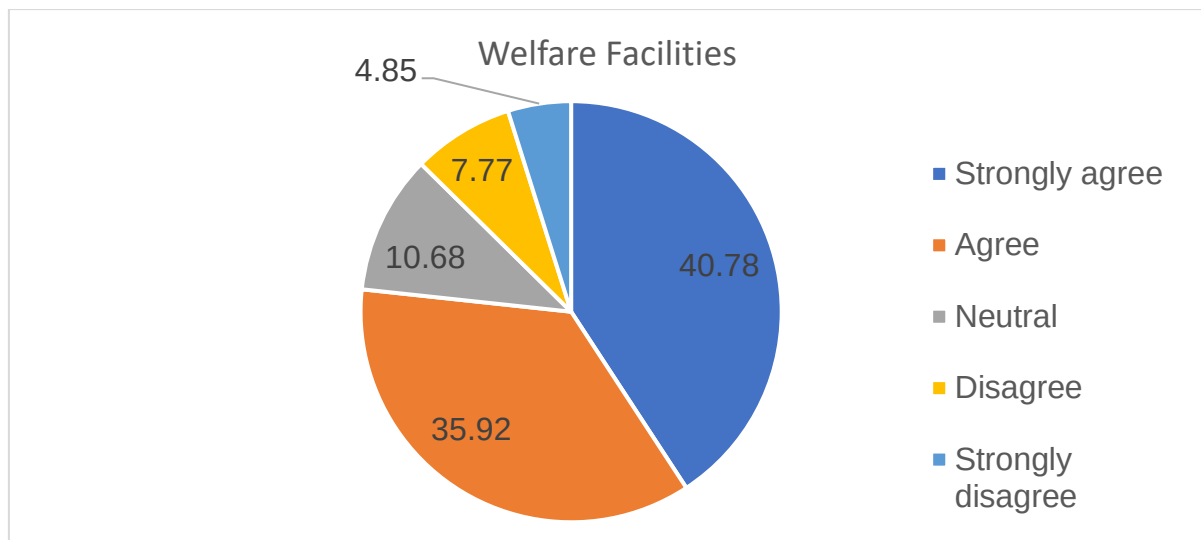
From the above table it is interpreted that the 35.92% of the respondent are highly satisfied, 32.04% of the respondent are satisfied, 14.56% of the respondent are neutral, 7.77% of the respondent are dissatisfied, 9.71% of the respondent are highly dissatisfied.

INFERENCE:

Majority 35.92% of the respondent are highly satisfied with the sanitary facilities provided by the company.

4.1.16: Table shows “Welfare facilities provided will motivate worker to work sincerely”– how far the respondent agree with the statement.

Welfare facilities	No. of. Respondent	Percentage
Strongly agree	42	40.78
Agree	37	35.92
Neutral	11	10.68
Disagree	8	7.77
Strongly disagree	5	4.85
Total	103	100



4.1.16: Chart shows “Welfare facilities provided will motivate worker to work sincerely”– how far the respondent agree with the statement.

INTERPRETATION:

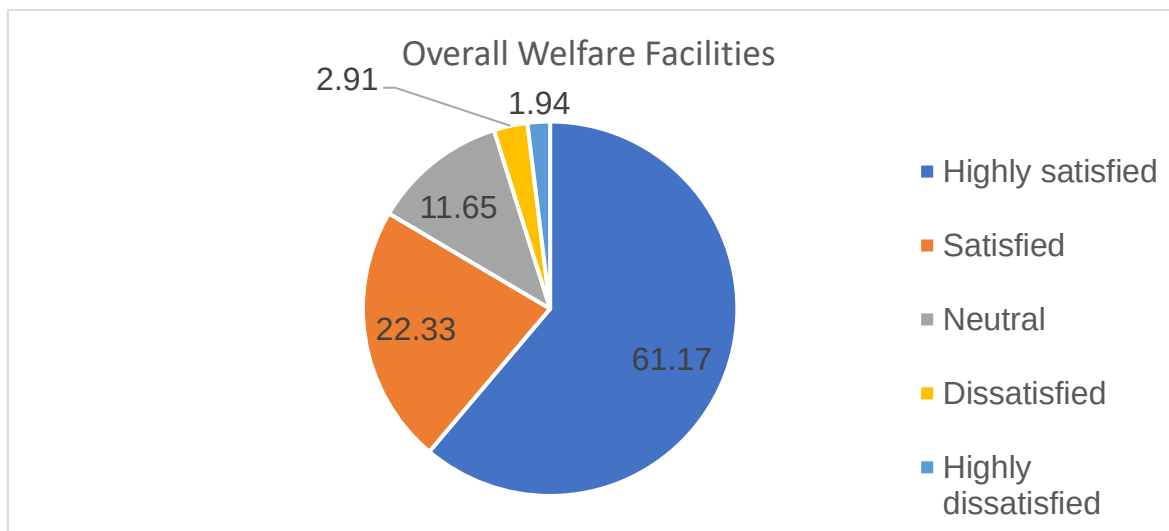
From the above table it is interpreted that the 40.78% of the respondents are strongly agree the statement, 35.92% of the respondents are agree the statement, 10.68% of respondents are neutral with the statement, 7.77% of the respondent are disagree with the statement, 4.85% of the respondent are disagree with the statement.

INFERENCE:

Majority 40.78% of the respondent are strongly agree with the statement.

4.1.17: Table Showing the satisfaction level of overall welfare facilities provided by the company

Overall welfare facilities	No. of. Respondent	Percentage
Highly satisfied	63	61.17
Satisfied	23	22.33
Neutral	12	11.65
Dissatisfied	3	2.91
Highly dissatisfied	2	1.94
Total	103	100



4.1.17: Chart Showing the satisfaction level of overall welfare facilities of the respondent

INTERPRETATION:

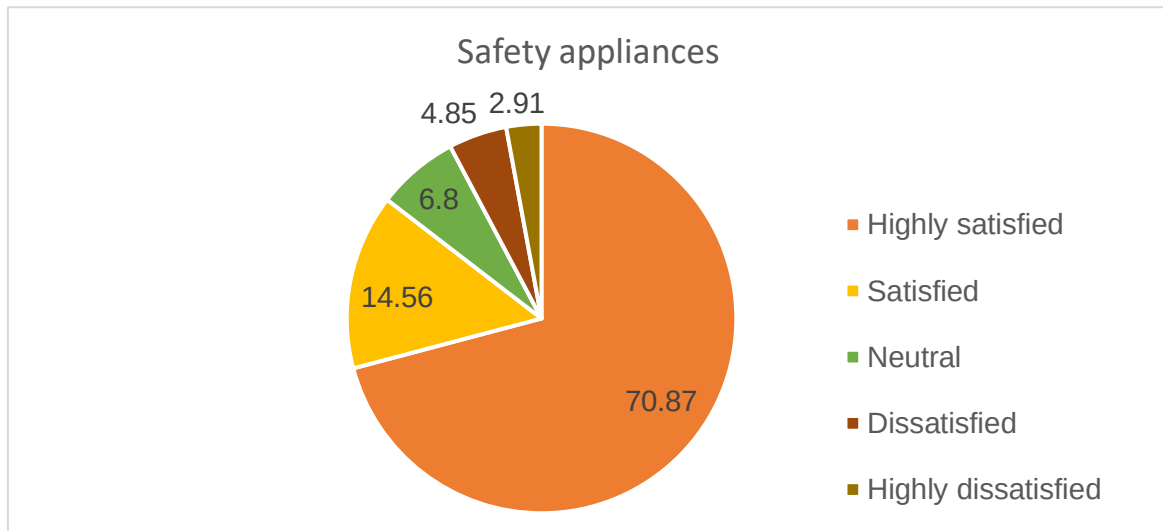
From the above table it is interpreted that the 61.17% of the respondent are highly satisfied, 22.33% of the respondent are satisfied, 11.65% of the respondent are neutral, 2.91% of the respondent are dissatisfied, 1.94% of the respondent are highly dissatisfied.

INFERENCE:

Majority 61.17% of the respondent are highly satisfied with the overall welfare facilities provided by the company.

4.1.18: Table Showing the satisfaction level of Safety appliances provided by the company.

Safety appliances	No. of. Respondent	Percentage
Highly satisfied	73	70.87
Satisfied	15	14.56
Neutral	7	6.8
Dissatisfied	5	4.85
Highly dissatisfied	3	2.91
Total	103	100



4.1.18: Chart Showing the satisfaction level of Safety appliances provided by the company.

INTERPRETATION:

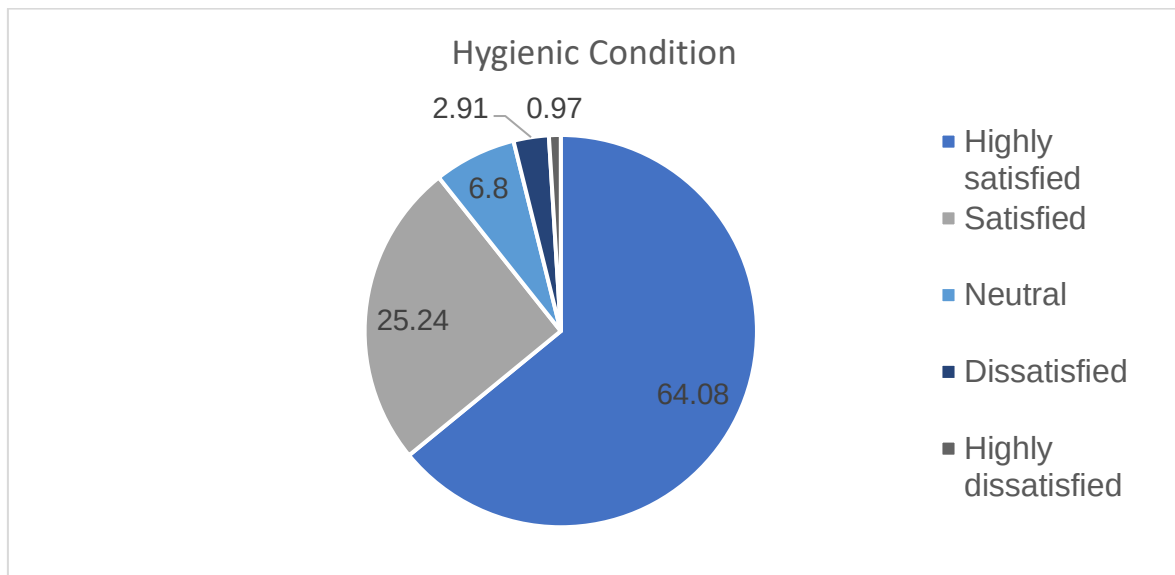
From the above table it is interpreted that the 70.87% of the respondent are highly satisfied, 14.56% of the respondent are satisfied, 6.8% of the respondent are neutral, 4.85% of the respondent are dissatisfied, 2.91% of the respondent are highly dissatisfied.

INFERENCE:

Majority 70.87% of the respondent are highly satisfied with the safety appliances provided by the company.

4.1.19: Table Showing the satisfaction level of hygienic condition provided in the work place.

Hygienic Condition	No. of. Respondent	Percentage
Highly satisfied	66	64.08
Satisfied	26	25.24
Neutral	7	6.8
Dissatisfied	3	2.91
Highly dissatisfied	1	0.97
Total	103	100



4.1.19: Chart Showing the satisfaction level of Hygienic Condition provided in the work place.

INTERPRETATION:

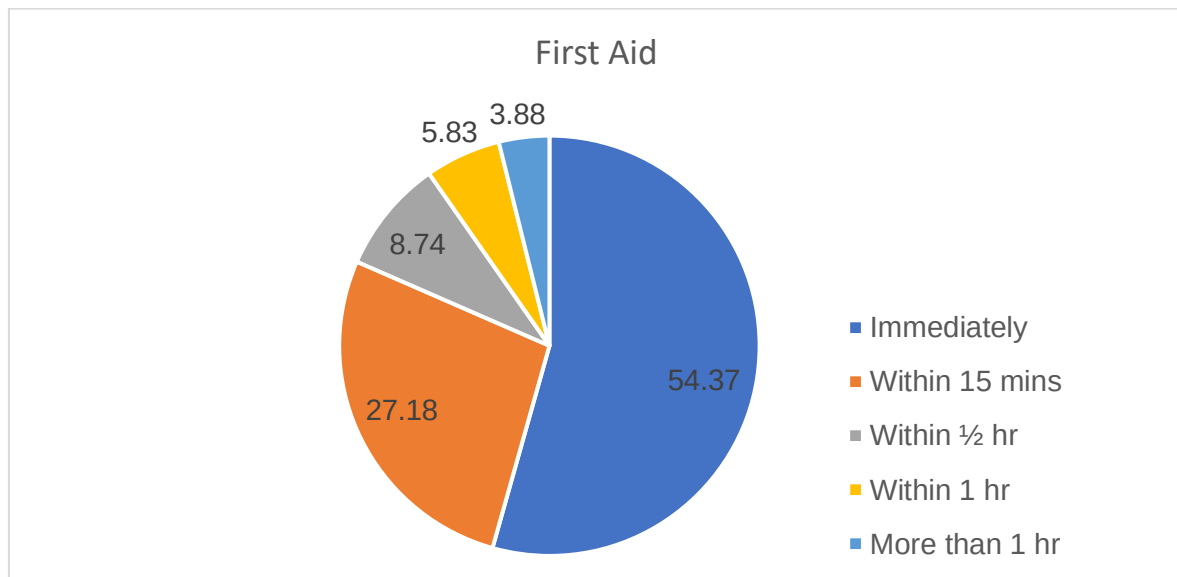
From the above table it is interpreted that the 64.08% of the respondent are highly satisfied, 25.24% of the respondent are satisfied, 6.8% of the respondent are neutral, 2.91% of the respondent are dissatisfied, 0.97% of the respondent are highly dissatisfied.

INFERENCE:

Majority 64.08% of the respondent are highly satisfied with the hygienic conditions provided in the work place.

4.1.20: Table Showing within how much time the injured worker is given first aid treatment

First Aid	No. of. Respondent	Percentage
Immediately	56	54.37
Within 15 mins	28	27.18
Within ½ hr	9	8.74
Within 1 hr	6	5.83
More than 1 hr	4	3.88
Total	103	100



4.1.20: Chart Showing within how much time the injured worker is given first aid treatment.

INTERPRETATION:

From the above table it is interpreted that the 54.37% of the respondent are said immediately first aid is provided, 27.18% of the respondent are said within 15 mins, 8.74% of the respondent are said within 1/2hr, 5.83% of the respondent are said within 1 hr, 3.88%of the respondent are said More than 1 hr.

INFERENCE:

Majority 54.37% of the respondent are said immediately first aid treatment is provided to the workers.

CHAPTER – 5

FINDINGS

FINDINGS:

Majority 62.14% of the respondents are male.

Majority 34.95% of the respondent are 20 – 28 years old.

Majority 63.01% of the respondents are Diploma.

Majority 63.11% of the respondent are earning between Rs. 11,000 – 20,000.

Majority 41.75% of the respondent are working between 0 – 5 years.

Majority 56.31% of the respondents are highly satisfied with the work environment.

Majority 32.04% of the respondent are satisfied with the working hours of the company.

Majority 39.81% of the respondent are satisfied with the canteen facilities provided by the company.

Majority 41.75% of the respondent are highly satisfied with medical facilities provided by the company.

Majority 57.28% of the respondent are satisfied with the Leave policy provided by the company.

Majority 37.86% of the respondent are satisfied with Health, safety and welfare measure provided by the company.

Majority 32.04% of the respondent are satisfied Overtime allowance provided by the company.

Majority 40.78% of the respondent are satisfied with the salary provided by the company.

Majority 61.17% of the respondent are highly satisfied with the emergency exit provided by the company.

Majority 35.92% of the respondent are highly satisfied with the sanitary facilities provided by the company

Majority 61.17% of the respondent are highly satisfied with the overall welfare facilities provided by the company.

Majority 70.87% of the respondent are highly satisfied with the safety appliances provided by the company.

Majority 64.08% of the respondent are highly satisfied with the hygienic conditions provided in the work place

Majority 54.37% of the respondent are said immediately first aid treatment is provided to the workers.

CHAPTER – 6

SUGGESTION AND CONCLUSION

6.1 SUGGESTION:

- Not all the departments have washroom facilities. Need to improve washroom facilities.
- Should give training about the safety measures to the workers before working on machinery in order to handle if unexpected accident occur.
- Organisation should improve medical facilities regarding services and treatment.
- Organisation need to conduct more safety training programs for the workers. Need to supply safety equipment wherever required and supervising to follow safety measures by the workers.
- Organisation should improve drinking facilities near the plant or outside of plant for working labour as well.
- Awareness about the hazards at the workplace should be known fully to the workers.

6.2 CONCLUSION:

- Based on the study of Labour welfare measures in TI cycle of India, it is clear that the company is very keen in the promoting all the welfare measures. The objective of the study is achieved in finding the satisfactory level and workers opinion towards the management attitude.
- Human resources play an important role in any organisation, labour welfare facilities are concerns to this department, if the workers happy with welfare measure then only the productivity of that organization can be increased.
- The effective and efficient safety policies and welfare facilities make the worker to perform the better job better, which leads to effectiveness of the organisation.

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APPENDIX(QUESTIONNAIRE)

1. Name

2. Age

a) 20-28

b) 29-36

c) 37-43

d) 44-50

e) Above 50

3. Gender

a) Male

b) Female

4. Educational Qualification

a) HSC

b) Diploma

c) U.G

d) Others

5. Monthly Income

a) Less than 10,000

b) 11,000 – 20,000

c) 21,000 – 30,000

d) More than 31,000

6. How many years you are working in this organization?

a) 0 – 5 years

b) 6 – 10 years

c) Above 10 years

7. How do rate the working environment of the organization?

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

8. Rate the working hours of the organization

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

9. Rate the canteen facilities provided in the organization

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

10. Rate the Medical facilities provided in the organization

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

11. How satisfied are you with present leave policy of the organization?

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

12. How satisfy you are with health, safety and welfare measures provided by the company?

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

13. Rate the overtime allowance offered by the organization

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

14. Are you satisfied with the salary or compensation provided by the organization?

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

15. Are you satisfied with the emergency exit provided by the organization?

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

16. How do you satisfied with sanitary facilities in your company?

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

17. "Welfare facilities provided will motivate work to work sincerely" – How far you agree with the statement?

a) Strongly agree

b) Agree

c) Neutral

d) Disagree

e) Strongly disagree

18. Rate the overall satisfaction level of the welfare facilities provided by the company

a) Highly satisfied

b) Satisfied

- c) Neutral
- d) Dissatisfied
- e) Highly dissatisfied

19. Are you satisfied with the safety appliances in work place?

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly dissatisfied

20. Are you satisfied with hygienic condition in the work place?

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly dissatisfied

21. Within how much time the injured worker is given first aid treatment?

- a) Immediately
- b) Within 15 mins
- c) Within $\frac{1}{2}$ hr
- d) Within 1 hr
- e) More than 1 hr