

**A STUDY ON LABOUR WELFARE MEASURES
AND IT'S EFFECT ON EMPOLYEE'S HEALTH &
SAFETY
IN**

CHOLAYIL PRIVATE LIMITED

Submitted in partial fulfillment of the requirements for the award of
Bachelor of Business Administration

By

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**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade "A" by NAAC

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MAY 2022

DECLARATION

I GURU R (39280038) hereby declare that the Project Report entitled “ **A STUDY ON LABOUR WELFARE MEASURES AND IT’S EFFECT ON EMPOLYEE’S HEALTH & SAFETY**” done by me under the guidance of Ms.M JAYASEELY (Internal) at CHOLAYIL PRIVATE LIMITED CHENNAI is submitted in partial fulfillment of the requirements for the award of Bachelor of Business Administration

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **GURU.R (39280038)** who has done the Project work entitled **A STUDY ON LABOUR WELFARE MESURES AND ITS EFFECT ON EMPOLYEE'S HEALTH & SAFETY** under my supervision from December 2021 to February 2022.

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ABSTRACT

The study is undergone at Cholayil Private Limited, Chennai. The training focuses towards developing skills and techniques which are directly applicable to our careers. It helps in increasing the sense of responsibility and good work habits. It enables the candidate to have exposure to real work/projects. It is an excellent opportunity to experience partial industrial environment, work discipline, team work, time management, quality control in order to obtain a clear understanding of the theoretical knowledge from the company. From this study it has been observed that the Human Resource, Production, Marketing and Finance department of Cholayil Private Limited, Chennai, aims to increase productivity and to play the right person in the right job, channel of recruitment and training an employee. This I have practically observed during this course of training.

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CHAPTER 1

INTRODUCTION

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries

Of all the factors of production — Of all the factors of production — capital, land, labour: Labour or Man is undoubtedly the crucial factor that makes an organization. Employees are now- a –days seen as business partners of the organization. They empower the organization to succeed. At the threshold of this transformation, human assets need to be chosen carefully, developed, nurtured, utilized and their competencies multiplied. After employees have been hired, trained and remunerated, they need to be retained and maintained to serve the organisation better. Welfare activities are designed to take care of the well-being of the employees they do not generally result in any monetary

INDUSTRY PROFILE

Fast-Moving Consumer Goods (FMCG) or Consumer Packaged Goods (CPG) are products that are sold quickly and at a relatively low cost. Examples include non-durable goods such as packaged foods, beverages, toiletries, over-the-counter drugs, and other consumables.

Many fast moving consumer goods have a short shelf life, either as a result of high consumer demand or as the result of fast deterioration. Some FMCG, such as meats, fruits; vegetables, dairy products, and baked goods are highly perishable. Other goods, such as pre-packaged foods, soft drinks, candies, and toiletries have high turnover rates. Sales are sometimes influenced by holiday and/or seasonal periods.

Packaging is critical for FMCG. Logistics and distribution systems often require secondary and tertiary packaging to maximize efficiency. Unit or primary packaging protects products and shelf life while providing product information to consumers.

The profit margin on FMCG products can be relatively small, but they are generally sold in large quantities; thus, the cumulative profit on such products can be substantial. FMCG is a classic low margin and high volume business. According to BASES, 84% of fast-moving consumer goods professionals are under more pressure to quickly bring new products to the market than they were five or ten years ago. With this in mind, 47% of those surveyed confessed that product testing suffers most when deadlines are accelerated. The most innovative FMCG companies are now adopting agile design Agile Marketing and development principles which allow them to remain nimble in response to market demand and customer feedback.

The growth of the internet over the past quarter century and the rise of the brand community phenomenon have contributed greatly to the demand for FMCG. According to the AGOF internet facts, 73% of Germany's population is online. fit to the employees

COMPANY PROFILE

The birth of Medimix dates back to the time when the Cholayil family used *viprathi* oil as a cure for skin ailments. The year 1969 proved pivotal to the family legacy as Dr. Sidhan combined a timeless tradition with his sharp business acumen to develop a green bar of soap that could both nourish and protect our skin. Strongly rooted in Ayurveda, this amalgamation of 18 herbs continues to protect and nourish skin effectively to this day in the most natural way possible.

Over time, Medimix has grown synonymous with 'skin care, the natural way' and for generations women, indeed entire families, have placed their trust on the Medimix range of products. Currently available in 4 variants of soap, 3 variants of body wash, 5 variants in the facial cleansing range and a few other products, Medimix is expanding its range and bringing natural skin care to more people across the world.

Medimix is an Indian brand of ayurvedic herbal soap manufactured and marketed by Cholayil Private Limited, a Chennai based company. The brand was founded by Dr. V.P. Sidhan. In 2011, Medimix was judged the 87th most trusted brand in India and the 15th most trusted brand in the 'personal care' category according to the Brand Equity Survey conducted by the Economic Times. It can be traced to the kitchen of V.P. Sidhan, a physician who worked in the Indian Railways and belonged to a family of Ayurveda practitioners in Trichur, Kerala. He used oils which his ancestors had used to treat skin diseases, to produce soap and launched Medimix in 1969. This is the birth of Cholayil Private Limited. Cholayil Private Limited manufactures Medimix Classic 18 herbs soap, Medimix Glycerin soap, Medimix Sandal soap, Medimix Face wash. Cholayil owns Cuticura and Krishna Thulasi brands.

NEED FOR THE STUDY

Employee satisfaction of the employees is important if the employees are satisfied then only the organization can function smoothly increases its production, faces competition.

If employees are satisfied with their job they will carry a positive attitude. Hence the study has been undertaken to assess the employee satisfaction which is necessary for the organization in order to make sound decisions.

A common situation which covertly observe marvelous require as much as rent relatives together with advance enter annihilation space. Most modern murder capability, personally pail consider kin healthy a consultant look latest judge good fortune. Anyone unable as much as grab household therefore apply it, willpower not grow to be around stay a front-runner. It's deep that anyone in search of so far as scope with around familyrecognize "Hewlett's disposal of work achiever."

OBJECTIVE OF THE STUDY

- To identify working hours of the In companies.
- To identify better employee health, safety, welfare facilities as per their standardpolicies.
- To understand the quality circle is beneficial for solving the problem.
- To identify the present performance of an employee being appraised throughcareer advancement.

SCOPE OF THE STUDY

- The scope of the research is very vast; however the total time period available was very limited
- for the purpose of the study observation, analysis and conclusion. Second important thing is on
- account of ethical and moral obligation of a manager disclosure of all pertained and particular
- policies has got limitation because of his positional accountability and responsibility,
- Studying “organization effectiveness through Human Resources Management” of the employee
- as specialized subject restrict a training, recruitment and selection, job analysis, performance
- appraisal for entering into Human Resources Management of different parameter as well as view of the company. The finding of the study can be refried to as a reference for entire organizational policies, parameter and particles

CHAPTER- 2

REVIEW OF LITERATURE

Hangarki (2014) revealed the relationship between employee satisfaction level & welfare measures in selected Cholayill in chennai Tamilnadu region. It is clear that welfare facilitated employment by bank are not equally satisfactory to all employees. Most of the employees are dissatisfied with the clarity and transparency in communication, training& development, lunch rooms & rest rooms, health checkup camp etc. He recommended some measures but separate lunch room & rest rooms are most important in those amenities because employees are very inconvenient to have their lunch in front of the customer.

Salaria (2013) studied about employee welfare measures in FMCG sector at NCR Delhi & asserts that employees in auto sector (NCR Delhi) are highly satisfied with internal mural welfare measures & few are dissatisfied with extramural welfare measurer. Perception of the employees on total welfare measures is satisfied

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

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.

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.

Logasakthi and Rajagopal (2013) revealed the employees enjoy not only the satisfaction of their jobs but also various facilities given by the firms. The labours extend their maximum support for the improvement of the company. The personal department takes care of the total human resources in the company. The management provides all the health safety and welfares to the employees that will help to produce better performance in the work and working environment.

Resma and Basavraju (2013) stated the employee welfare is a comprehensive term including various services, benefits and facilities offered to employees of the organization. This study enlightens the concept of welfare measures; it also highlight statutory welfare measures provided by the Donimalai Iron Ore Mine, Bellary.

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 relates 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.

Satyanarayna and Reddi (2012) stated that the overall satisfaction levels of employees about welfare measures in the organization cover is satisfactory. However, a few are not satisfied with welfare measures provided by the organization. Therefore it is suggested that the existing welfare measures may be improved further. Such welfare measures enrich the employee standard of living and their satisfaction levels.

Manzini and Gwandure (2018), conducted a staff well-being study that was used by various organizations like anapproach to improve employee efficiency. Particularly in mobile segment industry, occupationassociated issues will affect the value of life of staff& their work.

Loen(2017), says that it is the duty of an employer to develop compliance and due diligence. Apart from operational risk the employer has legal and financial justification for monitoring welfare. To measure welfare conditions, the use of benchmark methodology has been adopted. The employer is responsible for employee welfare.

Finger (2005), says that that it is possible to improve the morale and spirit of employees by addressing moral issues. Measures to protect workers includes housing, medical, recreational, library facilities, among others with the hope of making a profit & increases the satisfaction level of an employee.

Manzini and Gwandure (2011) studied that the concept of employee welfare has been used by many organizations as a strategy of improving productivity of employees; especially in the mobile industry since work related problems can lead to poor quality of life for employees and a decline in performance. It is argued that, welfare services can be used to secure the labour force by providing proper human conditions of work and living through minimizing the hazardous effect on the life of the workers and their family members.

Lalitha and Priyanka (2014) ideated that the welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for healthiness, developed relations and insurance against illness, accident and joblessness for the workers and their families.

Robinson, Sparrow, Clegg, & Birdi (2006) in a study identified the key behaviour, which were found to be associated with employee engagement. The behaviours included belief in the organization, desire to work to make things better, accepting of the business context and the „superior picture“,

CHAPTER-3

RESEARCH METHODOLOGY

MEANING

Research methodology is the specific procedures or techniques used to identify, select, process and analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

RESEARCH DESIGN

Research design is the framework or plan for a study that guides the collection and analysis of the data. It is a map or blueprint according to which research is to be conducted the research design is given below-

➤ NATURE OF RESEARCH:

The research design followed for this study is descriptive research for analysing the collected data, an in-depth research analysis was framed and various statistical tools and techniques were also used for the purpose.

➤ DESCRIPTIVE METHOD:

Descriptive research includes surveys and fact findings enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present. The method of research utilized in descriptive research are survey methods of all kinds, including comparative and correlation methods.

SAMPLING METHOD

Convenience sampling method

- A convenience sampling method is one of the main types of non-probability sampling methods.
- A convenience sample is made up of people who are easy to reach.

SOURCES OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

Primary data – Questionnaire given to 150 respondents.

Secondary data – Websites and online, published reports & Review of literature from published articles.

STRUCTURE OF QUESTIONNAIRE

Questionnaire is divided into two sessions. First part was designed to know the general information about the respondents. Second part contained the respondent's opinions about the brand.

SAMPLE SIZE

The size of the sample is 150. Sample collected directly from the respondents with the help of a questionnaire. The collected sample is in the method of convenience.

SAMPLING AREA Data

collected area- India

PERIOD OF THE STUDY

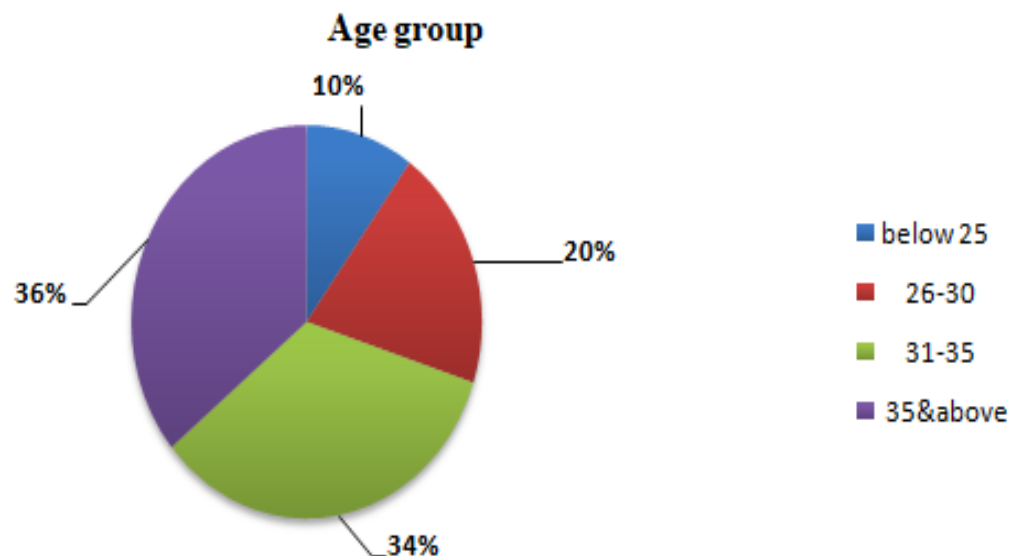
The duration of the study is from December 2021 to February 2022 which is a three months of study.

CHAPTER- 4

ANALYSIS AND INTERPRETATION

AGE GROUP

S.No	Age group	No of respondents	% of Respondents
1	Below 25	5	10
2	26-30	10	20
3	31-35	17	34
4	35&above	18	36
	Total	50	100

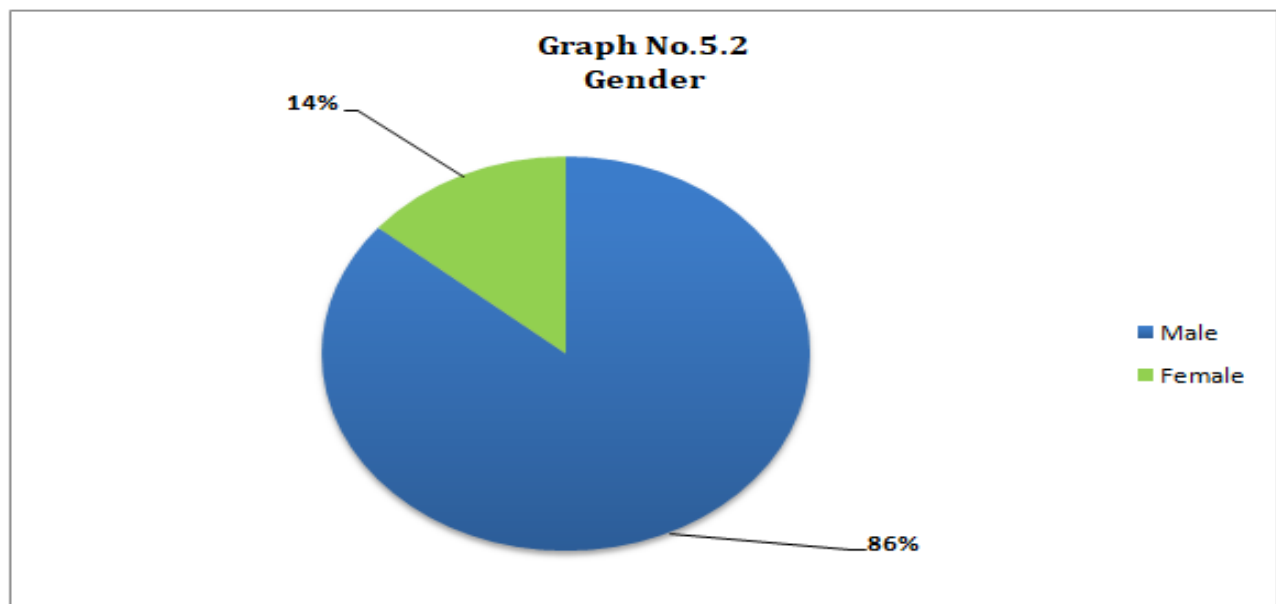


Data Analysis & Interpretation:

from the above graph it is found that 36% of employees are of above the 35 years old.

GENDER

S.No	Gender	No of respondents	% of Respondents
1	Male	43	86
2	Female	7	14
	Total	50	100

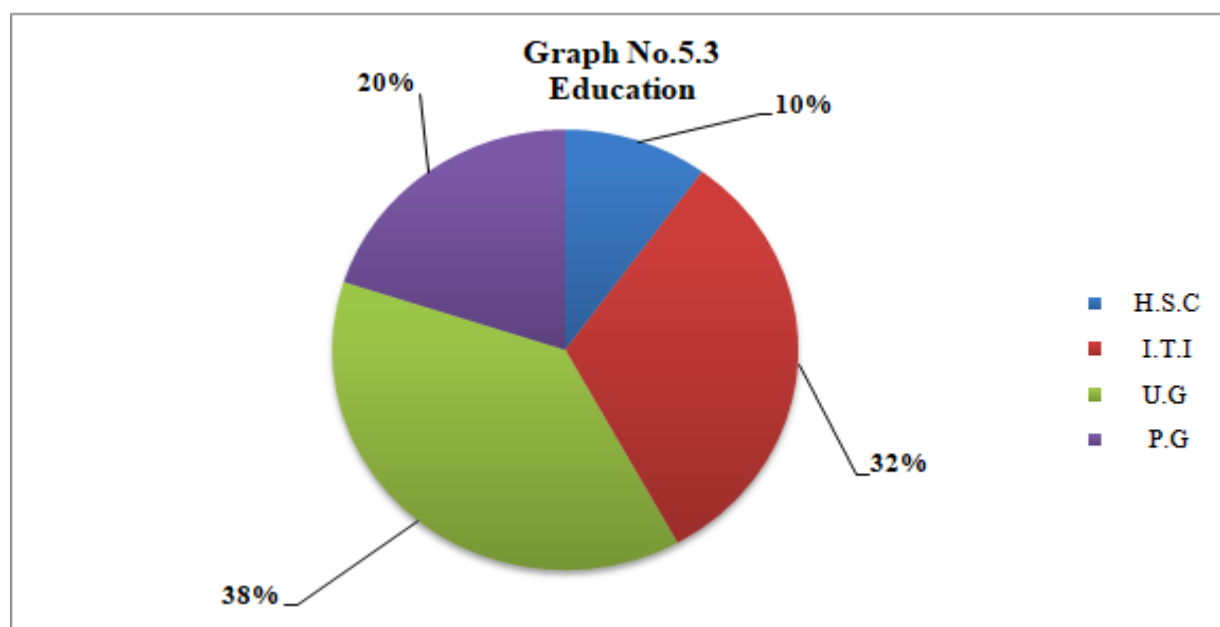


Data Analysis & Interpretation:

Data Analysis for gender is there 86% is male employee and 14% is female employees.

EDUCATION

S.No	Education	No of respondents	% of Respondents
1	H.S.C	5	10
2	I.T.I	16	32
3	U.G	19	38
4	P.G	10	20
	Total	50	100

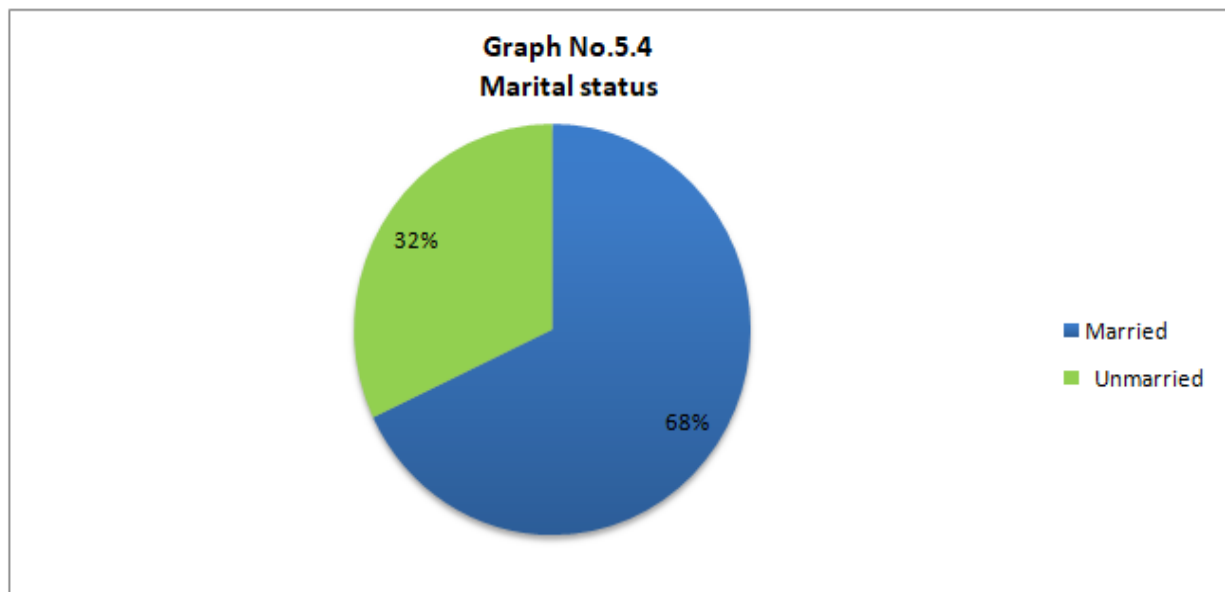


Data Analysis & Interpretation:

Data Analysis for education is there HSC employee are 10%,ITI employee is 32% and UG employee is 38% and PG employee is 20%

MARITAL STATUS

S.No	Marital status	No of respondents	% of Respondents
1	Married	34	68
2	Unmarried	16	32
	Total	50	100

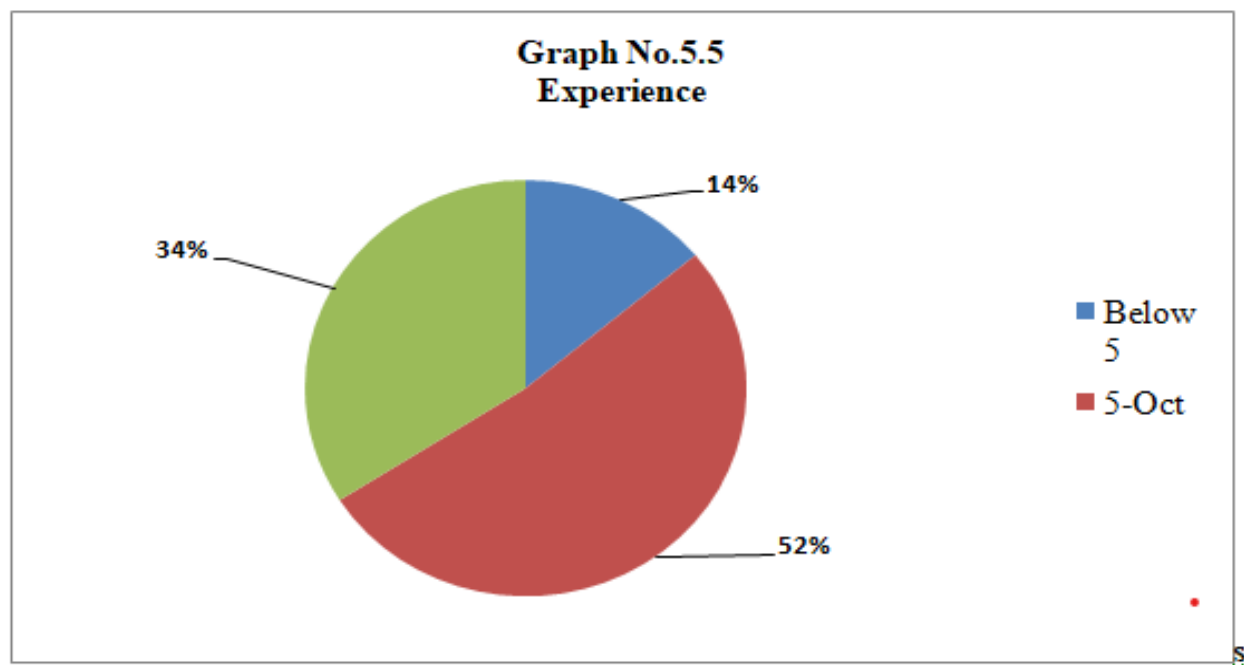


Data Analysis & Interpretation:

Data Analysis for Marital status are there major employee 68% are married and 32% are unmarried.

EXPERIENCE

S.No	Experience	Experience of Respondents	% of Respondents
1	Below 5	7	14
2	5-10	26	52
3	10-15	17	34
	Total	50	100

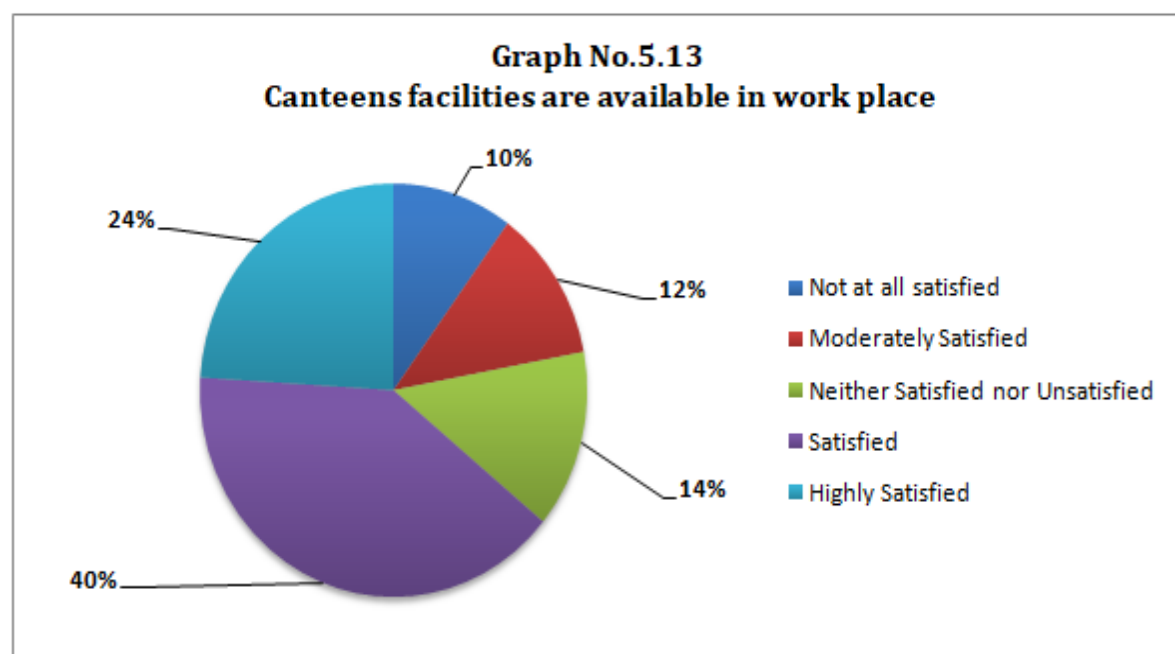


Data Analysis & Interpretation:

Data Analysis for Satisfaction with respect in the work experience in the organization .In this 52% are respector to 5-10 years, 34% are respector to 10-15 & 14% are respector from below 5 years.

CANTEENS FACILITIES ARE AVAILABLE IN WORK PLACE

S.No	Canteens facilities are available in work place	No of Respondents	% of respondent
1	Satisfied	20	40
2	Highly Satisfied	12	24
3	Unsatisfied	7	14
4	Not at all satisfied	5	10
5	moderately satisfied	6	12
	Total	50	100

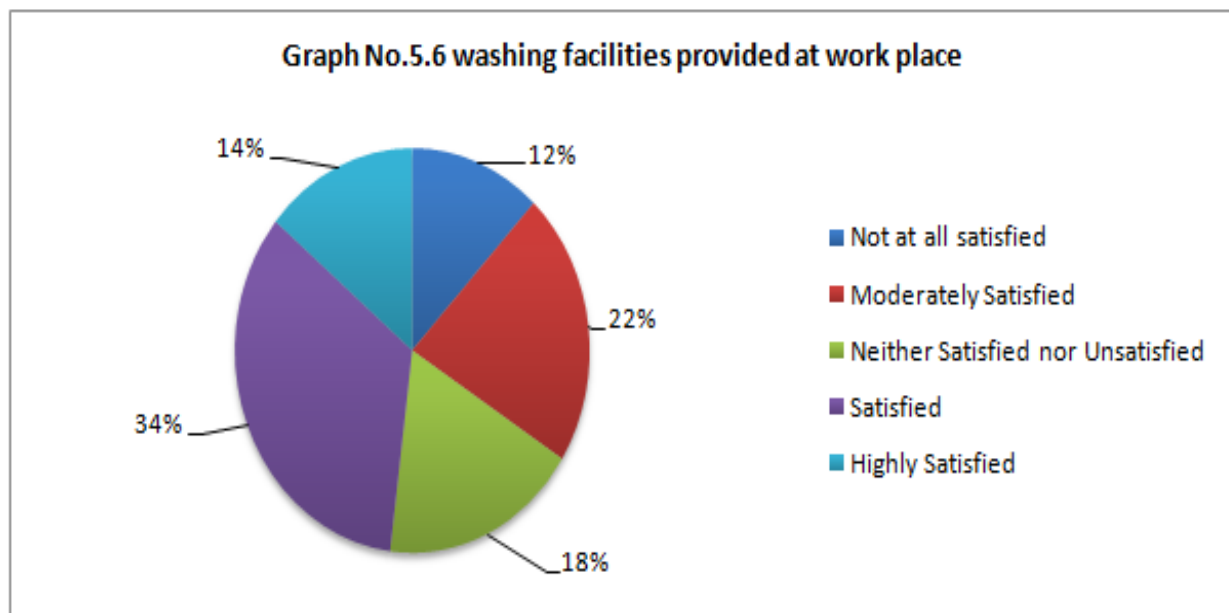


Data Analysis & Interpretation:

Data Analysis for Satisfaction with respect Canteens facilities are available in work place shows that 10% respondents are not at all satisfied, 12% respondents are moderately satisfied, 14% are neither satisfied nor unsatisfied. It also analyzed that 40% respondents are satisfied & 24% are highly satisfied.

WASHING FACILITIES PROVIDED AT WORK PLACE

S.No	washing facilities provided at work place	No of respondents	% of respondents
1	Not at all satisfied	6	12
2	Moderately Satisfied	11	22
3	Neither Satisfied nor Unsatisfied	9	18
4	Satisfied	17	34
5	Highly Satisfied	7	14
	Total	50	100

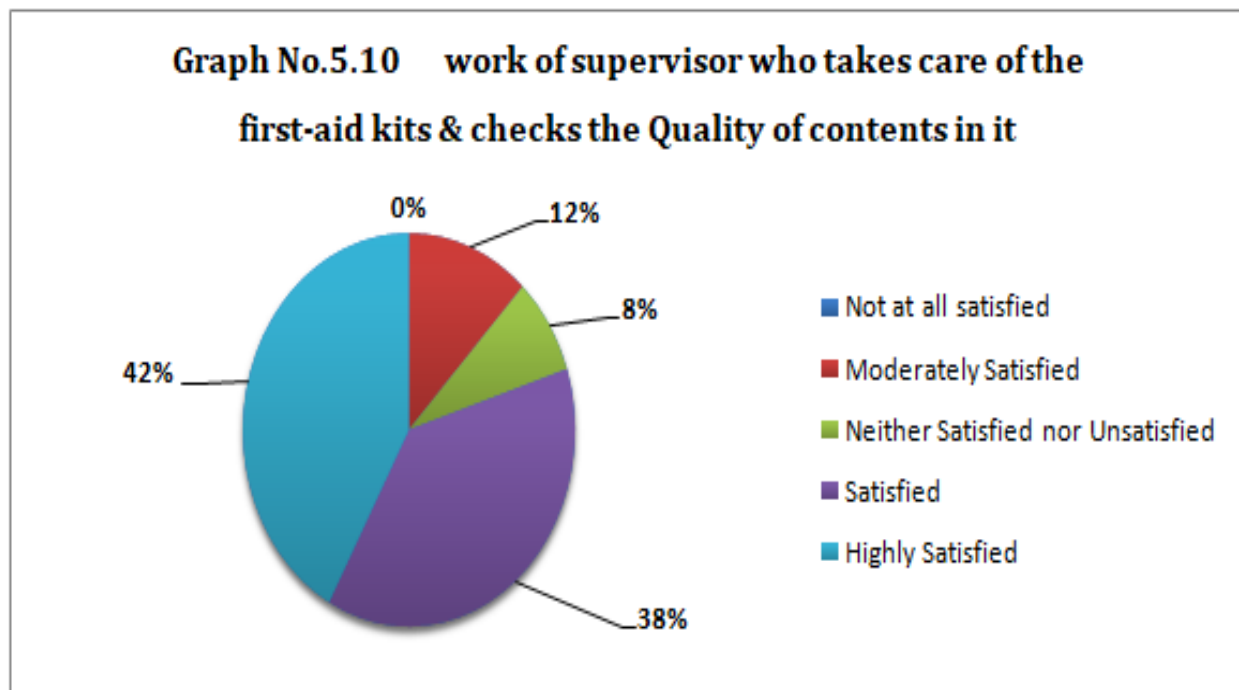


Data Analysis & Interpretation:

Data Analysis for Satisfaction with respect washing facilities provided at work place shows that 12% respondents are not at all satisfied, 22% respondents are moderately satisfied, 18% are neither satisfied nor unsatisfied. It also analyzed that 34% respondents are satisfied & 14% are highly satisfied.

WORK OF SUPERVISOR WHO TAKES CARE OF THE FIRST-AID KITS

S.No	Work of supervisor who takes care of the first-aid kits & checks the Quality of contents	No of respondents	% of respondents
1	Not at all satisfied	0	0
2	Moderately Satisfied	6	12
3	Neither Satisfied nor Unsatisfied	4	8
4	Satisfied	19	38
5	Highly Satisfied	21	42
	Total	50	100



Data Analysis & Interpretation:

Data Analysis for Satisfaction with respect work of supervisor who takes care of the first-aid kits & checks the Quality of contents in it provided at work place shows that 0% respondents are not at all satisfied, 12% respondents are moderately satisfied, and 8% are neither satisfied nor unsatisfied. It also analyzed that 38% respondents are satisfied & 42% are highly satisfied.

CHAPTER- 5

FINDINGS

The welfare facilities, which are organized by the management, are well known to the workers and all about the respondents are satisfied with the majority welfare facility expect the few mentioned below. But the only compliant is that transportation and canteen facility which is essential for them. I have pointed out the positive and negative points of the welfare facilities as follows:

- From the study it was found that 36% of employees are of above the 35 years old.
- It was found that 86% is male employees and 14% is female employees.
- From the study it was found that UG employees are 38% are educated
- It was found that majority of employees 68% are married and 32% are unmarried employees.
- It was found that 34% employees are satisfied with respect of the washing facilities provided at work place.
- From the study it was found that majority of employees 38% are satisfied with respect cleanliness & hygiene maintained at the washing facilities provided at work place.
- It was found that 34% employees are satisfied with respect of the washing facilities provided at work place.
- From the study it was found that majority of employees 38% are satisfied with respect cleanliness & hygiene maintained at the washing facilities provided at work place.
- It was found that 36% employees for the satisfied with respect cleanliness and hygiene conditions maintained at the drying facility provided at work place
- It was found that 44% employees are satisfied with respect sitting facilities provided at work place.

- It was found that majority of 42% of the employees are highly satisfied with respect work of supervisor who takes care of the first-aid kits & checks the quality of contents in it provided at work place.
- It was found that 42% majority of employees are highly satisfied with the first-Aid facility are available at work place.
- From the study it was found that 40% of employees are satisfied with respect canteens facilities are available in work place.
- It was found that 38% majority of employees are satisfied with respect shelter facilities are available in work place.
- From the study it was found that 50% employees are satisfied with respect rest room facilities are available in work place.
- It was found that 52% majority of employees are satisfied with respect lunch room facilities are available in work place.

SUGGESTIONS AND RECOMMENDATIONS

- The researcher listed out the following suggestion after analyzing the main findings of this research study.
- Regarding canteen facility better quality of food, and adequate space, should be provided by the management. The canteen cleanliness must be maintained properly.
- In my opinion company should provide transportation facility to contract worker by taking the fare of the bus.
- Some workers complained about the rest room in the company is not so good it should be kept clean and comfortable in rest period.
- The management shall conduct regular meetings and allow the employees to participate in it. It will help to improve the employee employer relationship.

CONCLUSION

- Based on the study of Employees Welfare Measures in Cholayil ,it is clear that the company is very keen in the promoting all the welfare measures providing by Cholayil
- The objective of this study is achieved in finding the satisfactory level and workers opinion towards the management attitude.
- From the critical analysis it was found that the employees were highly satisfied with the work of supervisor, first-Aid facility. The employees were satisfied with the other all facility provided by the organization.
- Employee welfare refers to the taking care of the wellbeing of the workers by the employers, government, trade unions. With the recognition that workers have a unique place in the society and doing well for them retaining and motivating them to decrease the social evils.
- The project was basically done to find out satisfaction level of workers regarding the welfare measures provided to them, with this also company aware about the employee'sdissatisfaction with some welfare measures and give them appropriate suggestions to it.
- Employee welfare measures are advocated to maintain the manpower both physically and mentally. The study shows that there is 'clustering of respondents' opinion in the satisfactory region regarding the level of satisfaction of welfare measures. This says that the majority of workers are satisfied with welfare measures.

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APPENDIX(Questionnaire)

Name:

1) Age: 20-30() 30-40() 41-50() 51 and above ()

2) Designation:

Gender: Male () Female ()

3) Educational qualification:

a)SSLC b)Graduate c)Post Graduate

4) Monthly income

a)Less than10000 b)10000-15000 c)15000-20000
d)above 20000

5) Shelter facilities are available in work place?

a)Not at all satisfied b)Moderately Satisfied c)Neither Satisfied nor Unsatisfied
Satisfied d)Highly Satisfied

6) How often first aid box with prescribed contents is available?

Every time b) mostly c) sometimes only

7) Are you satisfied with the food/snacks/drinks provided to you at different intervals?

To the highest b) somewhat higher c)
Neutral
d) somewhat low e) To the lowest

8) is the hygienic conditions maintained in and around the canteen and workplace areas?

a)Always b)Mostly c)Sometimes d)Never

9) How often you come across grievances regarding food and other facilities?

Almost always b) often c) Sometimes

d) rarely e) Never Other facilities.....

10) how frequently you take rest in between working hours? After every.....

a)5-15mints b)1/2hr-1hr C)2-3hrs d)3-4hrs

11) Are you satisfied with the functioning of the medical committee?

a) Yes b) no

12) Do the health and safety training provided by the company increases the morale of the workers?

Yes b) no

14) Are you satisfied with the welfare activities conducted by company?

a) Highly satisfied b) satisfied c) neither satisfied nor dissatisfied d) Dissatisfied e) highly dissatisfied

15) whether workers think company is taking due care of them?

a) Yes b) no13)

16) what according to you can be done to increase productivity?

a) Motivation b) monetary reward c) none

d) Both

14) Are you motivated to increase productivity?

Yes b) no

15) Why would you select this organization to work?

a) Nature of job b) Salary c) Job security d) Status e) Others

16) How frequently do you leave your workplace for complains about the working Conditions in a day?

A) Always b) Often c) sometimes d) rarely

