A Study on Labour Welfare Practices With Reference To JS Automation Pvt Ltd

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Abstract- *This study explores labour welfare practices at JS Automation Pvt Ltd, a significant player in the automation industry, with a focus on assessing effectiveness and proposing enhancements. Labour welfare, vital in organizational management, extends beyond remuneration to ensure holistic employee well-being. Employing a mixed-method approach, the study combines structured surveys for quantitative analysis and qualitative insights from interviews and observations. Surveys targeting employees across hierarchical levels gather data on their perceptions and experiences regarding welfare initiatives. Additionally, interviews with key personnel, including HR managers and senior executives, provide deeper insights into the rationale behind implemented practices and their impact on morale and productivity.*

The study addresses multiple dimensions of labour welfare, encompassing health and safety measures, working conditions, social security benefits, and opportunities for skill development and career advancement.

The findings contribute valuable insights to academia and industry, aiding organizations like JS Automation Pvt Ltd in optimizing welfare initiatives to enhance employee satisfaction, retention, and organizational success. Identification of best practices and areas for improvement enables organizations to bolster their commitment to employee welfare, fostering a conducive work environment.

Keywords- Labour Welfare, Employee Well-being, Organizational Management, Mixed-method Approach, Employee Satisfaction, Organizational Success

I. INTRODUCTION

He workforce, or labour, is universally acknowledged as a cornerstone of a nation's development, responsible for harnessing natural resources and driving economic growth. Even in highly automated economies, human labour remains indispensable for operating machinery and fostering innovation. In developing nations like India, where labour plays a pivotal role, its welfare assumes paramount importance for societal progress. However, despite its significance, labour in India often lacks the recognition and status afforded to other professions. Achieving societal esteem requires addressing fundamental needs such as health, wealth, and living conditions, necessitating comprehensive labour welfare initiatives.

Both governmental and non-governmental entities play a role in implementing labour welfare initiatives, guided by legislative frameworks such as the Factories Act of 1948 and other sector-specific regulations. While statutory provisions lay down basic standards for working conditions and safety, non-statutory measures .However, the efficacy of welfare facilities and their implementation often hinges on factors such as labour unions, which trace their origins to the 18th century and have historically advocated for workers' rights and safety regulations.

In conclusion, this paper seeks to delve into the multifaceted realm of labour welfare, exploring its significance, historical evolution, and contemporary challenges. By examining the interplay between statutory regulations, corporate initiatives, and labour union dynamics, it aims to provide valuable insights for enhancing the well-being and dignity of the workforce, thereby contributing to the broader discourse societal progress and sustainable development.

II. NEED FOR THE STUDY

Studying labour welfare practices at JS Automation Pvt Ltd is crucial for ensuring legal compliance, promoting employee well-being, and cultivating a positive work environment. By assessing compliance and identifying gaps, the study safeguards the company's reputation and mitigates legal risks. Understanding fringe benefits enhances satisfaction and productivity, while examining wage satisfaction ensures a motivated workforce. Assessing labour-management relations helps mitigate conflicts. Ultimately, identifying areas for improvement enhances both the company's success and employee well-being.

III. OBJECTIVE OF THE STUDY

- To assess the level of existence of the fringe benefits for labours.
- To understand the level of satisfaction of labour on wage
- To assess the relationship among labour and management

IV. SCOPE OF THE STUDY

The scope of the study encompasses assessing welfare facilities provided by organizations to maintain high levels of employee motivation. These measures aim to remove hindrances, whether physical or mental, and restore peace and joy to workers and their families. The study recognizes the dynamic nature of welfare measures, which evolve over time, reflecting the vision, creativity, and work ethics of welfare officers. It extends across all sections of the organization to measure employee satisfaction levels.

V. LITERATURE REVIEW

Mrs. G.Bhavaneshware and Mr. D. Logeshwaran,(2024), studied the labour welfare practices in SAHANA clothing company. The data were collected by both primary and secondary sources. Primary data such as questionnaire, survey and secondary data such as journals, etc were used. Exploratory research design was adopted for this study. It was concluded that labours were satisfied with resources provided but they had grievances in few sectors.

Mukherjee, Vyas,(2023), Employers have largely adopted the idea of employee welfare. Industrial workers need a labour health policy because they are subjected to excessive physical and mental stress during the manufacturing process. Staff in the manufacturing industry often play an important role in the country's development.

Sumit,(2022), employee welfare measures in the car manufacturing industry, provide welfare workplaces to their representatives to maintain their concept levels excessive. The critical motivation at the back of employees' welfare is to build up the life of representatives and maintain them happy and battled.

Yanti, (2022), The quality of employees can be improved by paying attention to the quality of knowledge and skills or from the side of their careers and welfare levels. Employees can improve their performance by giving all their abilities to achieve the goals of the organization.

Bhagat S., (2021),employee Welfares Measures in medium-scale enterprises which concentrate on statutory welfare measures in Nashik MIDC, according to their paper, the efficiency of the staff is directly and circuitously related to the conditions and surroundings underneath which they are required to paintings.

S. Jaishree, (2021), the study explored an ergonomic-based improvement on the wok moulding station which can be done by considering various aspects. The appropriate approach which can be applied to solve the problems thoroughly in the ergonomic sector is known as the total ergonomic approach. This approach consists of two concepts; Systemic, Holistic, Interdisciplinary, and Participatory (SHIP) by applying Proper Technology (TTG) which is conducted consequently and continuously. This research was conducted to increase work comfort and productivity.

VI. RESEARCH MEDHODOLOGY

Research Methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods but also the methodology.

Research Design

Decision regarding what, where, when how much, by what means concerning an inquiry or a research study constitute a research design. A research design is the arrangement of conditions for collection and analysis if data in a manner that aims to combine relevance to the research purpose with economy in procedure.

Type of research design:

• Exploratory research design
• Descriptive and diagnostic research design
• Experimental/causal research design

The research design followed for the study is a descriptive type of research. It is typically concerned with determining the frequency with which something occurs or how two variables 25 vary together. Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group.

Sample size: Number of the sampling units selected from the population is called the size of the sample. Sample of 200 respondents were obtained from the population.

STATISTICAL TOOLS: SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

Statistical package for social sciences (SPSS) is meant for statistical analysis of data. It has got tools to obtain accurate results. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study:

 1) SimplePercentage
2) Chi-square
3) Correlation analysis
4) Regression analysis
5) Anova

Percentage analysis:

In case Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages.

Percentage = (No of respondents/Total no of respondents) *100

Correlation:

Correlation analysis is made to determine the degree of relationship between two or more variables. It does not talk about cause-and-effect relationship. The values of coefficient of correlation lie between +1 to –1. When r = +1, it means there is a perfect positive correlation between the variables When r = –1, it means there is a perfect negative correlation between the variables. When r = 0, it means no relationship between the two variables.

Chi-square Test:

The chi – square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumptions about population or when the researcher is unable to estimate the population's parameters. The main advantages of using non parametric test is that, the researcher can analyse qualitative data.

It has been worked out as follows:

Where, O = Observed frequencies
 E = Expected frequencies

The calculated value of X2 is compared with the table value, for given degree of freedom at a specified level of significance (5% and 10%). If the calculated value of X2 is more than the table value, then difference between the variables is considered to be significant or otherwise insignificant.

ANOVA:

Analysis of Variance (ANOVA) is a statistical method used to test differences between two or more means. It is like the t-test, but the t-test is generally used for comparing two means, while ANOVA is used when you have more than two means to compare. ANOVA is based on comparing the variance (or variation) between the data samples to the variation within each sample. If the between-group variance is high and the within-group variance is low, this provides evidence that the means of the groups are significantly different.

Regression:

Linear regression is a statistical procedure for calculating the value of a dependent variable from an independent variable. Linear regression measures the association between two variables. It is a modeling technique where a dependent variable is predicted based on one or more independent variables. Linear regression analysis is the most widely used of all statistical techniques.

VII. LIMITATION OF THE STUDY

- This study is conducted in JS AUTOMATION Pvt limited only. So, the findings of the study cannot applicable to all other companies.
- Whatever the answers given by the respondents are taken into consideration.So, the accuracy of information is not assured.

VIII. DATA ANALYSIS AND INTERPRETATION PERCENTAGE ANALYSIS

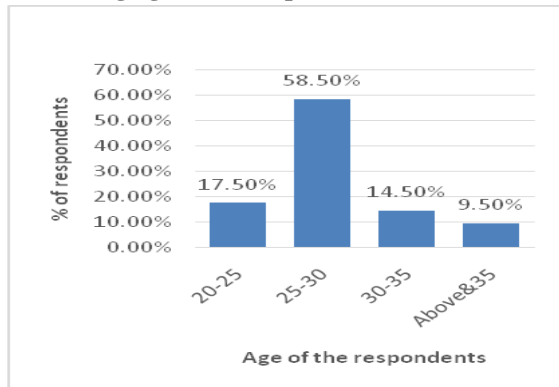**(a) Table showing age of the respondents**

SI.NO	Age of the respondents	NO. of respondents	% of respondents
1	20-25	35	17.5%
2	25-30	117	58.5%
3	30-35	29	14.5%
4	Above&35	19	9.5%
	Total	200	100%

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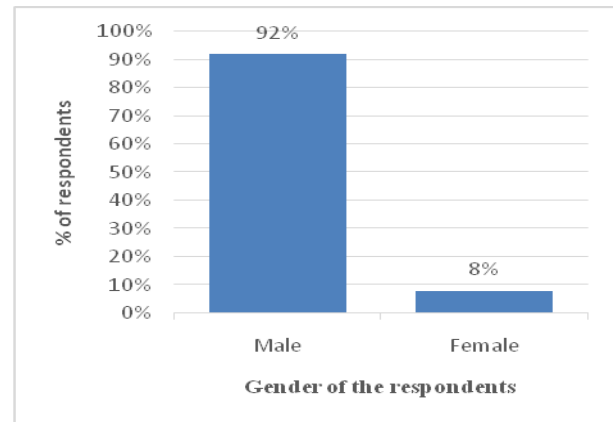
INTERPRETATION:

Out of 200 respondents, 58.5% are between 25 to 30 years, 17.5% are between 20 to 25 years, 14.5% are between 30 to 35 years and 9.5% are above 35 years.

Charts showing age of the respondents

(b) Table showing Gender of the respondents.

SI.NO	Gender of the respondents	No. of respondents	% of respondents
1	Male	184	92%
2	Female	16	8%
	Total	200	100%

INTERPRETATION:

It is inferred from the above table that 92% are male respondents and 8% are female respondents.

Chart showing Gender of the respondents .

Gender of the respondents

(c) Table showing Educational Qualification of the respondents.

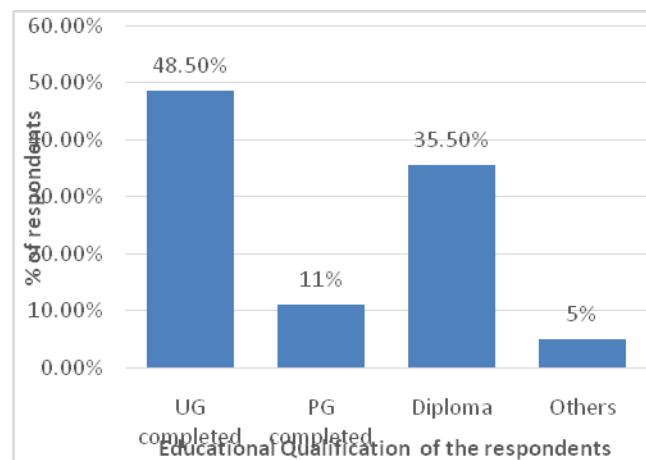| SI.NO	Salary (per month) of the respondents	NO. of respondents	% of respondents
1	Below Rs .10,000	15	7.5%
2	Rs.10,000– Rs.15,000	51	25.5%
3	Rs.15,000– Rs.20,000	102	51%
4	Rs.20,000above	32	16%
	Total	200	100%

INTERPRETATION:

Out of 200 respondents, 48.5% have completed UG, 35.5% have completed Diploma, 11% have completed PG and 5% are others respondents

(c) Chart showingEducational Qualification of the respondents.

Educational Qualification of the respondents

(d)Table showing Salary (per month) of the respondents.

SI.NO	Educational Qualification of the respondents	NO. of respondents	% of respondents
1	UG completed	97	48.5%
2	PG completed	22	11%
3	Diploma	71	35.5%
4	Others	10	5%
	Total	200	100%

INTERPRETATION:

51% of the respondents belong to theincome group of Rs.15000-20000, 25.5% of the respondents belong to the income group of below Rs.10000-15000, 16% of the respondents belong to the income group of Rs.20000& above and 7.5% of the respondents belong to the income group of Below Rs.10000.

Chart showing Salary of the respondents.
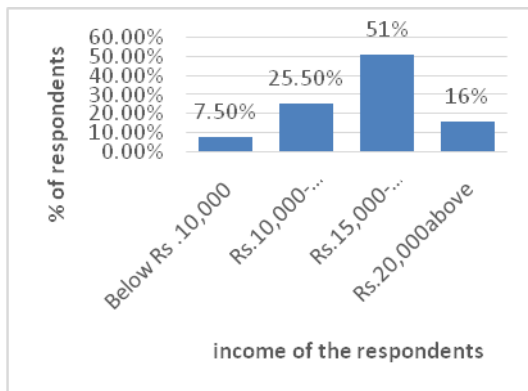
(e) Table showing satisfied are you with your current wage/salary as a laborer of the respondents.

SI.NO	Opinion	NO. of respondents	% of respondents
1	Strongly agree	26	13%
2	Agree	120	60%
3	Neutral	38	19%
4	Disagree	13	6.5%
5	Strongly disagree	3	1.5%
	Total	200	100%

INTERPRETATION:

From the above table inferred that 60% of respondents are Agree with the believe the your current wage/salary as a laborer and 19% of respondents are Neutral, 13% of respondents are Strongly Agree, 6.5% of respondents are Disagree and 1.5% of respondents are Strongly disagree with your current wage/salary as a laborer.

**Chart showing satisfied are you with your current wage/salary as a laborer of the respondents**
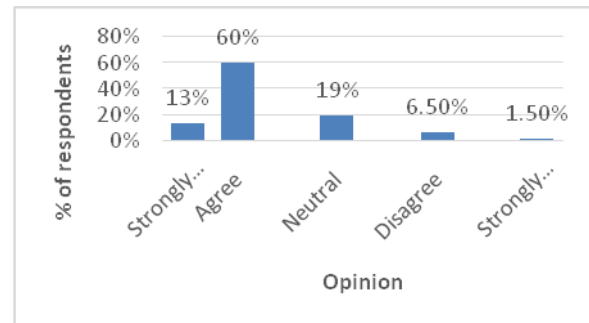
(f)Table showing encountered any conflicts or issues between laborers and managementof the respondents.

SI.NO	Opinion	NO. of respondents	% of respondents
1	Strongly agree	25	12.5%
2	Agree	30	15%
3	Neutral	98	49%
4	Disagree	44	22%
5	Strongly disagree	3	1.5%
	Total	200	100%

INTERPRETATION:

From the above table inferred that 49% of respondents are Neutral with encountered any conflicts or issues between laborers and management and 22% of respondents are Disagree, 15% of respondents are Agree, 12.5% of respondents are Strongly Agree and 1.5% of respondents are Strongly Disagree with encountered any conflicts or issues between laborers and management.

Chart showing encountered any conflicts or issues between laborers and management of the respondents.
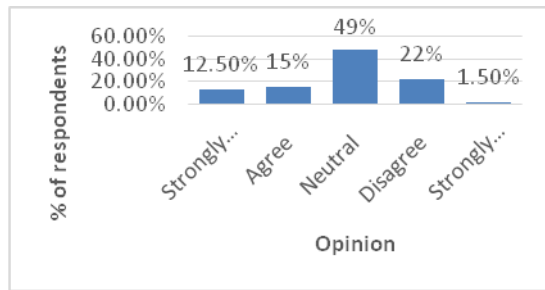
CORRELATION DIFFERENCE BETWEEN COMMUNICATION BETWEEN LABORERS AND MANAGEMENT WITHIN THE ORGANIZATION AND THE EFFECTIVENESS OF ORGANIZATIONAL PERFORMANCE.

NULL HYPOTHESIS (H0): There is no significant relationship between the communication between laborers and management within the organization and the effectiveness of organizational performance.

ALTERNATIVE HYPOTHESIS(H1): There is a significant relationship between the communication between laborers and management within the organization and the effectiveness of organizational performance.

STATISTICAL TEST

CORRELATION was used the above hypothesis

Correlations

		communication of the respondent	practices implemented
communication of the respondent	Pearson Correlation	1	1.000**
	Sig. (2-tailed)		.000
	N	200	200
practices implemented	Pearson Correlation	1.000**	1
	Sig. (2-tailed)	.000	
	N	200	200

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

INTERPRETATION:
　　Here the significance was occurs and has a value 0.000. hence H1 is accepted.

RESULT:

　　There is a significant relationship between the communication between laborers and management within the organization and the effectiveness of organizational performance.

REGRESSION DIFFERENCE BETWEEN THE SALARY OF LABORERS AND THEIR SATISFACTION WITH THEIR CURRENT WAGE/SALARY.

Null Hypothesis (H0): There is no significant relationship between the salary of laborers and their satisfaction with their current wage/salary.

Alternative Hypothesis (H1): There is a significant relationship between the salary of laborers and their satisfaction with their current wage/salary.

STATISTICAL TEST
REGRESSION was used the above hypothesis

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	salary labour of the respondent	.	Enter

a. Dependent Variable: salary of the respondent
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.131ᵃ	.017	.012	.84989

a. Predictors: (Constant), salary labour of the respondent

ANOVAᵃ

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.483	1	2.483	3.437	.065ᵇ
	Residual	143.017	198	.722		
	Total	145.500	199			

a. Dependent Variable: salary of the respondent
b. Predictors: (Constant), salary labour of the respondent

Coefficients a

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant)	3.164	.117		27.031	.000

INTERPRETATION:

Here the significance was occurs and has a value 0.000. hence H1 is accepted.

RESULT :

There is a significant relationship between the salary of laborers and their satisfaction with their current wage/salary.

IX. FINDINGS

- 62% of respondents are Strongly agree with the existing fringe benefits adequately meet your needs and expectations as a laborer.
- 60% of respondents are Agree with the believe the your current wage/salary as a laborer.
- 53.5% of respondents are Agree with your wage/salary reflects the value of your work and contributions.
- 45% of respondents are Disagree with transparency in the wage/salary structure within your organization.
- 48.5% of respondents are Neutral with the relationship between laborers and management within the organization
- The Pearson correlation coefficient was found to be 1.000, indicating a perfect positive linear relationship between the variables.
- The regression analysis revealed an F-value of 3.437 and a p-value of .065, indicating a potential relationship between the variables. Although the p-value exceeds the standard significance threshold of .05, suggesting a somewhat weaker association.

X. SUGGESTION

- About 38% of the employees are not satisfied with the current welfare being taken in the organization
- Review and update existing labour welfare practices at JS Automation Pvt Ltd to ensure compliance with laws and regulations. This may involve conducting regular audits and assessments of current practices.

- Implement training and awareness programs for both employees and management to enhance understanding of labour rights, responsibilities, and expectations

XI. CONCLUSION

The organization acknowledges the majority satisfaction rate of approximately 90% among employees regarding current welfare measures. However, the identification of a dissatisfied segment, particularly regarding the quality of food provided at the canteen, underscores the necessity for targeted improvements. To address these concerns and foster a more conducive work environment, a multifaceted approach is proposed. Regular communication training workshops for both laborers and management are recommended to enhance understanding, trust, and collaboration. Strengthening feedback channels through various methods like suggestion boxes and surveys aims to inclusively capture employee experiences and grievances.

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