

# HUMAN RESOURCE AND LABOUR WELFARE

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**ABSTRACT:** Human Resources Management also deals with the facilities and requirements the Human Workforce are availing and need for their working process and carrier growth. It used to act as a bidirectional process flow which increase the “Workforce” and “Senior Management” and collaborate everybody’s requirements in a solution space and help to provide a better and value added service or outcome to customer or client of the organization. To make a human resource department more effective and efficient new technologies are now being introduced on a regular basis so make things much simpler and more modernized. One of the latest human resource technologies is the introduction of a Human Resources Management System this integrated system is designed to help provide information used in HR decision making such as administration, payroll, recruiting, training, and performance analysis.

**KEYWORDS:** Human resource management – Labour welfare – Health and safety – Awareness – Labour satisfaction – Resources

## 1. INTRODUCTION

Human resource management in Indian industry implies provision of medical and educational services and congenial work atmosphere etc., the need of providing such services and facilities arises from the social responsibility of the industry, a desire for upholding democratic values and a concern for employees. Human resource management covers the families of the employees. It covers the families of the workers, especially in India, where, because of strong family these workers well begin encompassed of their families.

During the pre-independence period, industrial relations policy of the British Government was one of *laissez faire* and also of selective intervention. There were hardly any labour welfare schemes. After independence, labour legislations have formed the basis for industrial relations and social security. These legislations have also provided machinery for bipartite and tripartite consultations for settlement of disputes. Soon after independence, the government at a tripartite conference in December 1947 adopted the industrial truce resolution. Several legislations, including the following, were enacted to maintain industrial peace and harmony: Factories Act, 1948, Employees State Insurance Act, 1948 and Minimum Wages Act, 1948. The payment of bonus act was passed in 1965.

In the early 1990s, the process of economic reforms was set in motion when the government introduced a series of measures to reduce control on industries, particularly large industries. The workers have opposed economic liberalization policy for fear of unemployment while entrepreneurs have welcomed it in the hope of new opportunities to improve Indian industries. The new economic policy has directly affected industrial relations in the country, because the government has to play a dual role, one of protecting the interest of the workers, and second to allow a free interplay of the market forces. Economic reforms, by removing barriers to entry, have created competitive markets.

### 1.1 Objective of the Study

The focus of the study is mainly of labour welfare practices in SAHANA clothing company. The following objectives are prescribed for the present study:

1. To know the importance of labour welfare in industries.
2. To study the labour welfare practices adopted by industrial houses.
3. To take the review of labour welfare Acts of Government.
4. To know the role of labour unions in labour welfare practices.
5. To know the problems in implementing labour welfare measures in SAHANA clothing company
6. To suggest the suitable measures for effective labour welfare practices in SAHANA clothing company
7. To study the human resource management in SAHANA clothing company
8. To study the labour requirements in the company
9. To study the labour satisfaction level in respect of HEALTH AND SAFETY
10. To study the awareness of various social security schemes amongst the employees in the company.

### 1.2 Need for the study

- The need of the study includes various health and safety measures in textile industry.

- The study reveals the current performance of the organization with labor welfare practices.
- The study data for management about their employee's opinion on their health and safety practices.
- To provide data for management about their employees opinion on their health and safety practices.
- To study helps to plan for its future and it will act as a basis for future research work.

### 1.3 Scope of the study

The scope of the study entitled “A study on labour welfare and human resource management in SAHANA clothing company”

- The study attempts to understand the level of satisfaction regarding welfare activities amongst the workers in SAHANA clothing company.
- The study concentrates in depth on area like

General welfare activities

Work environment

Safety measures

Canteen facilities

### 1.4 Limitation of the study

- The sample respondents of the study were restricted to 100.
- Since the data is collect through questionnaire the respondents were reluctant due to their work.
- The attitude of the workers is charging in different times and situation. Hence the result of the project may be applicable at present.

## 2. Review of literature

### 2.1 Report of national commission on labour (2002), government of India,

Government of India, made recommendations in the area of labour welfare measures which include social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc.

**2.2 Deb Tapomoy (2010)** Sixty years have passed since India gained its independence, but it is still a large agrarian economy with 3/5th of workforce employed in agriculture and produces about 1/4th of gross domestic product (GDP).

Since the liberalization of Indian economy, the reform in respect of labour has been the slowest. Labour legislation on working conditions needs to be equitable, more responsive and more inclusive and which facilitates in making Indian firms more competitive. The challenge is of combining greater flexibility with the need to maximize security for all particularly labour.

**2.3 Josephine Moeti-Lysson and Rudolph L. Boy (2011)** The research views of different employees in small and medium enterprises about what can be done to improve the health and safety in work places. From the findings, it shows that when good health and safety practices are not put in place, accidents, major and minor injuries can happen, and it is what most of the employees in other companies have so far experienced. This implies that if health and safety is not managed effectively, both the two parties being employees and the organization would suffer because for the organization to function effectively, it needs employees and for the people to survive, they need to work.

**2.4 Shobha Mishra and Manju Bhagat (2007)** In their article discuss labour welfare activities in an industrialized society has far reaching impact not only on the work force but also all the facets of human resources. Labour welfare includes all such activities, which not only secures existential necessities but also ensures improvement in spiritual and emotional quotient. It comprises of short term and long terms goal toward building a humane society. As labour welfare is a dynamic concept, changes in its principles activities and the rationale supporting them have not been static. They closely follow the stages of advancement of the industrialized society – from police Theory to Functional Theory. Accordingly principles for successful implementation of labour welfare activities ranges from adequacy of wages to impact on efficiency as well as transformation of personality in nut shell, it is extension of democratic values in an industrialized society.

**2.5 Piyali Ghosh, Shefali Nandan and Ashish Gupta (2009)** Trade unions are a major component of the system of modern industrial relations in any nation, each

having, in their constitution, their own set of objectives or goals to achieve. Change in the political, social and educational environment has seen them rechristened as a forum that protects and furthers workers' interests and improves the quality of life of workers, enlarging their traditional roles of establishing terms and conditions of employment. This paper focuses on plant level trade unions, particularly those of the National Thermal Power Corporation (NTPC) Unchahar plant, one of the largest and best Public Sector Undertakings of India. This exploratory study of the different trade unions operational at the Unchahar plant will also highlight their ideologies, objectives and structures. We aim to capture the changing paradigms in the roles of plant-level unions: from maintaining good industrial relations, once considered their primary role, they now work actively to improve the quality of life of workers, a role earlier considered to be secondary.

### 3. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem according to Clifford woody research comprises defining and redefining problem, formulating hypothesis or suggested solution, collecting, organizing and evaluating data, making decision and creating conclusions to determine whether they fit the formulating hypothesis. Exploratory research design is used for the purpose of the current study. Labour welfare practices have not been researched in Tamil Nadu State although this field has gained a lot of attention in the international context. Hence the basic understanding of this field is not very clear. To have a better understanding of the problems of labour welfare practices; current research study is based on primary and secondary sources of data and hence exploratory research design is the most suitable way of researching the current field. The focus of this study is to discover why the state is lagging behind in the implemented good labourwelfare practices.

#### 3.1 Survey

I made my survey in **SAHANA CLOTHING COMPANY** related to **HUMAN RESOURCEMANAGEMENT** and **LABOUR WELFARE**.

#### 4. Result & Discussion

After surveying, I found feedbacks from the employees are good. They are satisfied with the resources provided. They have grievances in few sectors. That will be rectified by the management soon.

#### 5. Conclusion

Health and safety measures play an important role in any industry. Labour welfare measures are advocated to maintain strengthen manpower both physically and mentally. The study of various welfare measures brings into light that the present measures taken by the organization. The study has brought out certain limitations and short comings in **SAHANA CLOTHING COMPANY, KAMANAIKEN PALAYAM** with regards to the existing labour welfare practices.

This can be reduced by the management by implementation various employee satisfactory changes in the organization. People are the major assets of an organization and taking care of their welfare and satisfaction is their duty as a whole apart from earning profit. The improvement in working conditions are suggested to improve effectiveness of the employee welfare measures like canteen, medicals, school and transport facilities which in turn would build the morale and increase the productivity of the employees.

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