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## Labour Welfare Measures at Karnataka Cashew Factory, Darbe, Puttur

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**Abstract:** *In the present global industrial scenario, for any industry to be successful, it is essential to include effective labor welfare measures for the development of employees. It is to be noted that productivity of any organization will be achieved only when there is effective labour welfare measures are working on. Providing effective labour welfare measures to be considered as an integral part of any organization. Thus productivity can be achieved only through providing welfare measures to the working population in the factory. The various labour welfare measures provided by the organization will have immediate impact on the efficiency, alertness. Moreover it will also increase overall efficiency of workers and thereby contributing human productivity. This article focuses on the labour welfare measures at cashew factory and influence on the development of both the employees and organization. Hence this paper examines the different labour welfare measures provided by the organization and it examines the awareness of employees in regard to welfare measures. The population for the study consists of employees from cashew factory Puttur. 50 respondents were taken for the study. The technique used for the study is random sampling technique. Primary and secondary data available also made use.*

**Key Words:** *Labour Welfare Measures, Awareness of Employees, Efficiency of Workers, Cashew Factory*

### Introduction

Labour welfare is an important fact of industrial relations, the extra dimensions giving satisfaction to the workers in a way which even a good wage cannot, with the growth of industrialization and mechanization. It is necessary to provide basic substance amenities to any industrial worker. Today employers have also realised the importance of providing basic or extra amenities to the workers. Labour welfare though it has been proved increase in the production activity but it requires huge fund

to introduce and to bring these measures into action. Each employer depending upon his investment provide varying degree of importance to welfare measures.

Labour welfare measures are that which consists of the total body of happiness that an individual has about his job. This total joy of freedom what an individual has about his job is welfare measure. It involves the nature of job itself, the pay, the promotion prospects, and the nature of supervision and so on.

Satisfaction of any working labour depends upon labour welfare measures provide by company. The term welfare suggests many ideas, meaning of conditions such as the state of wellbeing, prosperity and the development of resources.

Labour welfare implies the setting up of minimum desirable standards and the provision of facilities like health, education and insurances

The Oxford Dictionary defines labour welfare measures as "efforts to make life worth living for workmen". The encyclopaedia defines labour welfare as "the voluntary efforts of the employers to establish within the existing industrial systems, working and sometimes living cultural conditions of employees beyond that which is required by law, the custom of the industry and the conditions of the market".

Employee welfare means the setting up of minimum desirable standards and the provision of facilities to fulfill the basic necessities like food, clothing, housing, assistance, insurance, security which will enable a labour's family to lead a good life. Welfare of an employee is welfare of an organization. The important function of personal management is to maintain and preserve workers physical abilities and mental attitudes which are now effectively turned to goals of organization. Every management should keep their employees morale at a higher level. This is true in case of employees whose performance reaches the minimum expected level. Maintaining morale at a higher plane would minimize absenteeism of workers and labour turn over. To keep the workers happy every organization adopts employee's standard may be financially rewarded or some other extra benefits may be extended. The welfare measures influences the sentiments of workers and contribute to the maintenance of industrial peace.

## **Karnataka Cashew Industry**

There are about 116 workers in this firm. The major workers are women employees. The company follows time wage systems in the cutting and in peeling section piece system is followed and in other section time wage system is adopted. The unit is operating in one shift of 8 hours. The History: A B Veigas and Oliva Mary Rodrigus in the year 1992 in Puttur starting from small number of workers to large number and at present there are 116 workers. Puttur being in an area surrounded with cashew plantation became a good plan to start trading the nuts A B Veigas was the pioneer in the cashew processing. He along with his daughter first set up a cottage industry with hardly any infrastructure apart from a ware house to store the raw nuts.

The workers of this cashew nut unit enjoy all the legitimate benefits as per the statutory provisions such as, factory act, minimum wage act, bonus act, provident act, maternity act, national festival act etc.

### **Objectives of the Study**

- To prepare the personal profile of the employees
- To know the employees awareness towards labour welfare measures
- To find out utilization of labour welfare measures by employees
- To provide suggestions for improving the present conditions of working population
- To provide suggestions to improve utilization of labour welfare measures

### **Method of Data Collection**

The researchers have made use of different methods of data collection in order to data gathering, from respondents. They are, Observation and Questionnaire.

The observation was done at work place, relationship with co-workers and the management, existing working condition, communication between the staff and workers, were observed during the time of observation was a great help to critically analyze the individual information collected from the respondents

### **Results and Discussions**

Total number of respondents of the study is 50. Among them majority of the respondents belong to the age group 35-40 and most of workers

are female. 80% of respondents were completed primary education and only 20% of workers completed high school education.

### Age Vs Labour welfare measures

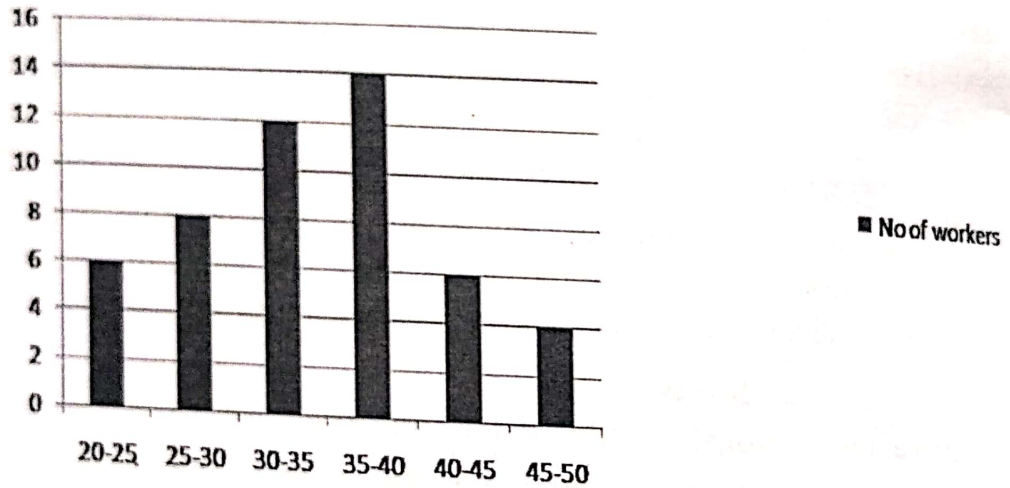
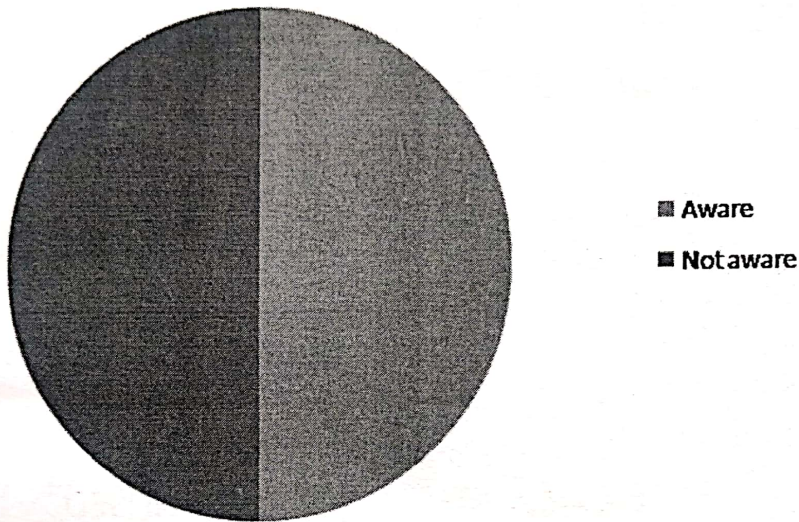


Table 1: Awareness on the Welfare Measures:

Sl No	Variables	Freequency	Percentage
1	Yes	25	50%
2	No	25	50%

The above table reveals that 25 respondents have said they are not aware of the welfare measures provided by the organization.

**Awariness on Labour welfare measures**



**Figure - 2**

**Table 2: Welfare Measures Help Organization To Retain The Talented Employees**

SI No	Variables	Freequency	Percentage
1	Agree	40	80
2	Dis Agree	10	20

The above table shows that 40(80%) respondents agree with the opinion that welfare measures help to retain talented employees and 10 (20%) respondents have disagreed.

**Table 3: Utilisation of welfare measures by the employees**

SI No	Variables	Freequency	Percentage
1	UTILISED	40	80
2	NOT UTILISED	10	20

## UTILISATION OF WELFARE MEASURES BY EMPLOYEES



- WELFARE MEASURES UTILISED
- WELFARE MEASURES NOT UTILISED

The above diagram reveals that 40(80%) of respondents were utilizing the existing labour welfare measures provided by the factory and remaining 10(20%) respondents are not using the welfare measures.

### Conclusion

Based on the findings gathered from the present study the following suggestions can be made:

The organization should communicate welfare facility available in the organization to all employees. Organization should pay more concentration about the welfare of its employees.

It should increase wages of workers according to the performance of workers. There is a need to increase in the number of welfare measures.

The welfare measures are a very important aspect in any industry. Availability of welfare measures not only increases the welfare of its employees on the contrary it helps to raise the productivity of factory too.

### References

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