

## **A STUDY ON FACTOR INFLUENCING LABOUR WELFARE MEASURES IN SUGAR MILLS IN PERAMBALUR DISTRICT OF TAMIL NADU**

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### **ABSTRACT**

Work force is an essential to meet the requirements of the production process and complete the people demand. In their work-life workers have to work for long hours in unhealthy environments. The drudgery of the factory work continues to have adverse effects on them even after they knock off work. They are also far away from their village community. As most of them have transferred from rural areas, they are thrown into an inhospitable environment, which is strange to them. Such an unpleasant atmosphere created by the factory system makes it necessary to introduce various labour welfare measures.

**Keywords:** *Human resource management, Work force, labour welfare measures, work-life, sugar mills*

### **1. INTRODUCTION**

Labours are considered as a major factor of production of economic theory whereas in business aspect it is considered as resource of the organization. In India industrial workers today comprise functionally a very significant part of the production process and they also contribute substantially to the nation's economy. But if we make an overall survey of the living and working conditions of industrial workers in our country, the need for and the necessity of labour welfare in India would immediately become apparent. These welfare facilities have become necessary to counteract the impediments to which the workers are exposed, both in their work-life and folk-life and to provide opportunities and facilities for a harmonious development of the workers personality. There is a need of updated and regulated labour welfare measures for industrial environment to protect the labour welfare. India is one of the countries which maintain adequate labour welfare measures with respect to appropriate acts and schemes. With this aspect the present study tried to discuss and explore labour welfare measures and facilities which offered by sugar mills in the study area. This study will provide valuable suggestion to promote labour welfare measures in select sugar mills.

#### **1.1. Concept of labour welfare**

Human resource management is concerned with the employees of the concern which considered as major sources for operation. Labour welfare is the board concept in industrial sector which consists of various operational definitions the following are the major definition which explore labour welfare. The concept of labour welfare has received inspiration from the concepts of democracy and welfare state. Democracy does not simply denote a form of government; it is rather a way of life based on certain values such as equal rights and privileges for all. The operation of welfare services, in actual practice, brings to bear on it different reflection representing the broad cultural and social conditions.

- **Royal Commission on Labour (1931)** "Labour welfare is a term which must necessarily be elastic, bearing a somewhat different interpretation from one country to another, according to the different social customs, the degree for industrialization and educational level of the workers".
- **The Encyclopedia of Social Sciences Vol. XV (1935)** defines labour welfare as "voluntary efforts of the employers, to establish within the existing industrial system, working and sometimes living and cultural conditions for the employees, beyond what is required by law, the customs of the industry and the conditions of the market".
- **Report II of the ILO Asian Regional Conference (1947)** defined labour welfare as a term which is understood to include such services, facilities and amenities as may be established in or outside the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale.

- **The Committee on Labour Welfare (1969)** formed to review the labour welfare scheme, described it as "social security measure that contributes to improving the conditions under which workers are employed in India".
- **Report of National Commission of Labour (1969)** the concept of labour welfare is necessarily dynamic, having a different interpretation from country to country and from time to time and even in the same country, according to its value system, social institution, degree of industrialization and general level of social and economic development. Even within one country its content may be different from region to region.

## **1.2. Significance of the study**

Labour welfare measures in sugar mills is one of the important studies in the field of human resource management which explore to find out application and approaches of various labour issues in an organization. The objectives of labour welfare have progressively changed over the decades. From the primitive policing and placating philosophy of labour welfare, it gradually moved to the era of paternalism with philanthropic objectives. There are efforts made by some employers to give a humanitarian outlook to their employee-welfare programmes. The recent thinking in labour welfare, however, is more oriented towards increasing productivity and efficiency of people at work. Labour Welfare also referred to as betterment of employees, relates to taking care of the well — being of workers by employers, trade — unions, and government and non — governmental agencies. Labour welfare is very much considerable part in sugar mills which incur accident and human errors frequently. This study mainly concerned with labour welfare measures of select sugar mills in the study area and it does not involve any activities and performance of sugar mills.

## **2. REVIEW OF LITERATURE**

Labour is one of the unavoidable parts of the industry which is considered as major resource influencing all other resources. In this regard, they should properly facilitate with welfare measures in an organization. This chapter reviews the studies of different aspects of labour welfare measures connected directly as well as indirectly with the present study. The review of literature is highly useful to design the present study as it indicates the research gap in the study of labour welfare measures of the sugar mills in Tamil Nadu. The study of labour welfare measures has attracted the attention of many researchers and research organizations in western countries, particularly the United States of America. Their experiences may be of relevance and significance to us. Therefore, studies of such countries are also discussed and reviewed in this chapter.

**Misra (1974)** carried out a research aimed at sociological analysis of the labour welfare problems of sugar industry. The analysis was based on the first hand data collected from the sugar factories of Eastern Uttar Pradesh. The study found that the conditions of work in sugar factories of eastern region of Uttar Pradesh were not very satisfactory particularly in respect of safety measures, cleanliness, sanitation, latrine facilities, drinking water, rest rooms, etc.

**Monga (1980)** conducted a study on implementation and awareness of labour laws in Haryana. He focused mainly on the machinery for implementation of labour laws and the impediments confronting the implementation. He concludes that the absence of adequate awareness about the laws is the major factor for inadequate enforcement of law.

**Deepak Bhatnagar (1985)** in his study on "Labour Welfare and Social Security Legislation in India" evaluated the effectiveness of the Employees State Insurance Scheme. He has found that the employees are uncomfortable on the issue of their contribution towards the scheme. Majority of the employees are not fully aware of different benefit schemes as admissible under the Act.

**Rajwant Singh (1987)** states that all the difficulties in the implementation of labour welfare measures must be overcome, before the dawn of the new century is reached. The country must find ways of meeting people's basic needs by giving them access to sources of income, food, education, housing, health and hygiene.

**Sellers Bob (1990)** in his article titled "Executive Compensation: Bankers Jump into Golden Parachutes" states that the "golden parachute contract" giving key financial institution executives security in the event of a change in control, must be carefully structured to avoid challenges.

**Yakushev (1991)** in his paper titled "New Approaches to Social Security Provision in the USSR" states that social security plays an important social and economic role in the USSR. In order to improve social security provisions, it is necessary not only to increase expenditure substantially, but to ensure better organization not only to raise the level of minimum social protection for needy persons, but also to overcome leveling effects in the system.

**Matthes Karen (1992)** points out that today's workers switch jobs, and even careers, several times over the course of their lifetime. As a result, traditional pension plans, which use length of service as a primary factor to determine retirement income, do not hold the same appeal for today's employees. Since defined benefit plans accrue

most of their income at the end of an employee's service, today's on-the-move workers will receive only minimal retirement income when they leave.

**Cline and Andy (1993)** in their paper entitled "More Companies Burn Benefits Candle at Both Ends" state that if we need child care, chances are many that the company offers a benefit to cover expenses, or are feral service, or a stated policy, or at least some form of time off or flex time. When the baby boomers have reached middle age, they are beginning to think about another kind of service, elderly care.

**Subramanya (1994)** defines social security as a guarantee by the whole community to all its members, of the maintenance of their standard of living, or at least of tolerable living conditions, 'y' means of redistribution of income, based on national solidarity.

**Huth Stephen (1995)**, in his article titled "How Will You Nip this One at the Source?" states that in the last few years, various organizations have aggressively begun to solicit all employee benefit functions. Some have labeled this process as "total benefits outsourcing". Initially, large benefits consulting firms and large employers themselves began to implement the notion of an employee benefits service center, a separate organization that could in effect take over the company's day-to-day employee benefits business

**Pawan (1996)** has made an attempt to study the human resource management practices in six different manufacturing industries in Britain. The primary data were collected from employees. The questionnaire consists of 13 sections which emphasize issues such as the structure of the human resource departments, role of human resource function, recruitment and selection, pay and benefits, training and development, performance appraisal, employee relations, influence of competitive pressures, institutional factors, business sector, and National culture on human resource management, etc.

**Michael E Smith (1998)** in his article entitled "Whirlpool's Human Resources Center Embraces IVR and CTI" states that in the year 1997 Whirlpool's human resources management team made a strategic decision to bring the administration of its benefits plans in-house and implement a benefits administration software module from the same company that produced its payroll software.

**Elangovan (2001)** studied the human resource management practices of Tamil Nadu Newsprint and Paper Limited and Seshasayee Paper and Boards Limited. The primary data for this study was collected from schedule from the workers and officials. He concluded that there was a significant relationship between welfare facilities and job satisfaction of employees in the selected paper mills..

**Michael Kiley (2003)** states that unemployment insurance programs balance the benefits of consumption smoothing against the disincentive effects of unemployment benefits. This balance is likely sensitive to the cyclical state of the economy, and hence the generosity of benefits should also respond to the business cycle. The nature of such responses in an optimal unemployment insurance (UI) program is analyzed in a simple model.

**Espen Moen and Asa Rosen (2004)** analyzed the efficiency of the labour market outcome in a competitive search equilibrium model with endogenous turnover and endogenous general human capital formation. The results show that search frictions do not distort training decisions if firms and their employees are able to coordinate efficiently, for instance, by using long-term contracts.

**Robert Strathdee (2004)** concentrates on New Zealand's welfare to-work policy and draws on interview data to explore the impact of "outsourcing" on tutors who work with young, unemployed people. Contracting independent organizations to provide services, or outsourcing, as it is euphemistically known, has become standard practice in business and is assuming a central role in social policy in many Western nations.

**Jorge Soares (2005)** has studied the bias of actually fair measures commonly used to evaluate the impact of a social security system on the well-being of individuals. He has investigated how the magnitude of this bias is affected by different features of a pay-as-you-go social security system. Social security affects an individual's welfare in ways other than through its direct effect on life time income.

**Alison Earle and Jody Heymann (2006)** in their study entitled "A Comparative Analysis of Paid Leave for the Health Needs of Workers and their Families around the World" state that the ability of workers to take time off work when they are ill, and when their children or adult family members are ill, is critical to the health of workers and their families.

**Franklin A. Michello and William F Ford (2006)** identified and analyzed an inherent conflict between some U.S social security reform measures, which would encourage delayed retirement decisions, and the objective of minimizing the economy's unemployment rate. Using recent demographic trends in the age composition of the U.S. labour force, the study suggests that U.S. social security reform measures may actually increase the economy's unemployment rate.

**Courtney Coile and Jonathan Gruber (2007)** have explained that a critical question for social security policy is how program incentives affect retirement behaviour. They have used the health and retirement survey to

examine the impact of social security incentives on male retirement. They have implemented forward looking models whereby individuals consider the incentives to work in all future years.

**Marie Gottschalk (2007)** in his paper titled “Back to the Future? Health Benefits, Organized Labour, and Universal Health Care” states that the umbrella of employment based health benefits is growing increasingly threadbare. As a result, health benefits are once again a major arena of labour-management strife, and once again calls for universal health care by many labour leaders mask important differences between them over health care reform.

**Jay Wiggan (2007)** in his article has outlined that the creation of the Department for Work and Pensions and the new delivery agency Job centre Plus is a significant reorganization of the administration of employment and social security policy. Drawing on regulation theory, the article argues that reform is structurally driven by the need to ensure delivery mechanisms aligned with labour’s vision of an “employment first” welfare state.

**Robert J Lemke, Robert Witt and Ann Dryden Witte (2007)** considered how the market for child care services, child care vouchers, and welfare reforms affect the transition of welfare recipients from welfare to work. In particular, they are interested in identifying which factors encourage single mothers to move directly from welfare to work and which factors encourage single mothers to pursue schooling or job training options before entering the labour market.

**Lea Henriksson (2008)** examined the reconfiguration of inequalities in order to develop an inclusive research horizon that extends to the middle grade of care workers. This analysis of welfare service work provides insight into social and cultural transformations related to workforce change in a segmented and culturally diverse labour force and offers reflections on the changing nature of craft unionism.

**Venugopal, Bhaskar and Usha (2011)** explain that human resources play a very important role in the development of the business. They constitute the organization at all levels and are regarded as a dynamic factor of production. The study was conducted with the main objective of evaluating the effectiveness of welfare measures in industrial sector and to suggest measures to make existing welfare measures much more effective and comprehensive so that the benefits of the employees will be increased

**Vijaya Banu and Ashifa (2011)** throws light on welfare measures followed in Public Sector Transport Corporation. This study analyses the various dimensions of labour welfare measures that are perceived to the labours. It highlights the perception and levels of satisfaction of the labours regarding the various welfare measures and the methods to improve the welfare schemes in Public Sector Transport Corporation.

**Rama Satyanarayana and Jayaprakash Reddy (2012)** carried out a research to know the satisfaction levels of employees about labour welfare measures in KCP Limited (Cement Division). For the purpose of the study, convenience random sampling method was adopted. Out of 925 employees, 90 were selected covering almost all the departments. A questionnaire was used to collect primary data. The results of the research reveal that majority of the employees are satisfied with all the welfare measures provided by the organization.

**Paramasivan C & Mari Selvam P (2013)** has explained the contribution of micro, small and medium enterprises (MSME) sector to manufacturing output, employment and exports of the country is quite significant. According to estimates, in terms of value, the sector accounts for about 45 per cent of the manufacturing output and 40 percent of the total exports of India. The MSME sector employs about 42 million persons in over 13 million units throughout the country. There are more than 6000 products, ranging from traditional to high-tech items, which are being manufactured by the Indian MSMEs.

**Simion Nyakwara et al. (2014)** has suggested that the welfare activities promoted economic development by increasing efficiency and productivity so that workers gave their loyal services ungrudgingly in genuine spirit of co-operation. That the welfare services may not directly relate to an employee's job but the presence of these services is notable through the improved employee performance, attitude and low labor turnover.

**Jayanti Kumari and V. Pathak (2016)** has suggested that because of being more labour intensive industry it needs to concentrate more in the area of employees welfare measures. But if we make an overall survey of the living and working of these industrial workers, the need for, and the necessity of, labour welfare in sugar industry would immediately become apparent.

**Rajaram Nathaji Wakchaure (2017)** has observed that deals with aspects as concept of workers' participation, its various stages and evolution of workers' participation in management in Co-operative enterprises. It also reviews the staff relationship and need to frame suitable personnel management policies. Constructive lines to achieve the dual goal of higher productivity and industrial peace.

**Sathiya N. and N.Chitra (2017)** has observed that the sample employees have few problems with absence of superior-subordinates, absence of HR department, strained union- management relationship, poor salary and allowances, inadequate welfare measure and lack consultation of job related problems of the employees with regard to job satisfaction to the factors identified in the suggested framework is important for the employees' job

satisfaction if this study provokes the people concerned to take some positive measure in order to improve it, the researcher will feel amply rewarded.

**Gurpreet Randhawa and Ashutosh Gupta (2017)** have observed that Employees will also appreciate the opportunity provided to them for their inputs in designing welfare schemes. This will also ensure that organizations are providing exactly those welfare measures which are essentially required and that can bring appreciation from the current employees and also act as a source of attraction to new applicants.

**Shanthi P, and M.V. Deepak Rajagopal (2018)** has argued that review of the labour welfare measures of the sugar mills has been made and the perception of the employees has been examined. Majority of the sample employees are satisfied with the labour welfare measures.

**Angayarkanni R. (2019)** has suggested that employee satisfaction and welfare measures makes interest among employee and develop their efficiency. A healthy environment provided by the employer which promotes fulfillment of an employee to enrich the life of them and keep their motivation levels high. Rules Regulations followed by the company has to be renewed per yearly once or any other special occasions.

**Selladurai .M (2021)** sugar industries in India play a pivotal role. The major contribution of significance crops comes from few states Viz., Uttar Pradesh, Maharashtra, Haryana, Gujarat, Karnataka, Andhra Pradesh, and Tamil Nadu. It is at a very lower level, or almost the crop is missing in these states viz., Punjab, Assam, Orissa, West Bengal Rajasthan, and Pondicherry Besides, India is one of the longest sugar-producing countries next only to Brazil. It also undertakes the export of sugar to other countries. Further among the south Indian states, Karnataka is one of the south Indian states in sugar cane cultivating and sugar production.

**Research gap**

Labour welfare is a major part of Human resource management which results work performance of the employees in an organization. Earlier studies were made an attempt to explore various issues relating to labour welfare measures with respect to sugar mills. This study is exclusively concerned with labour welfare measures with respect to factors influencing labour welfare facilities, satisfaction level, and level of acceptance of the impact of welfare measures in select sugar mills in Perambalur District of Tamil Nadu.

**3. STATEMENT OF THE PROBLEM**

Labour is considered as a major resource which is basic for operating all other resources of the concern. Labour welfare is an extension of the term welfare and its application to labour. Sarma, 1996 Labour welfare implies the setting up of minimum desirable standards and the provision of facilities like health, food, clothing, housing, medical assistance, education, insurance, job security, recreation etc. Such facilities enable a worker and his family to lead a good work life, family life and social life. The term labour, labourer, workers, workman or employee are all used to refer to the wage earning human agents in the industry. Labour is any physical or intellectual activity applied in industrial production and one who performs it is a worker. According to the traditional economic theory labour can be defined as, "A factor of production which consists of manual and mental exertion and receives some return by way of wages, salaries or professional fees" Whereas labour is the major factors for production of any organization. If the employee satisfied with the job, work performance will be better. In this regards, there is a need of more welfare measures to them. Proper welfare measures should be ensured by the sugar mills to the concern authorities. This study is made an attempt to discuss the labour welfare measures in sugar mills in a Perambalur District of Tamil Nadu.

**3.1. OBJECTIVE OF THE STUDY**

The primary objective of the study the factor influencing labour welfare measures in sugar mills in Perambalur District of Tamil Nadu.

**4. RESEARCH METHODOLOGY**

The study is descriptive in nature. It is descriptive in the logic that it gives a detailed description with regard to labour welfare measures in sugar mills in Perambalur District of Tamil Nadu. The study is based on both the primary and secondary data. The primary data were collected from select sugar mills in Perambalur District with the help of a structured questionnaire. The questionnaire was tested with 390 employees in sugar mills in Perambalur district and utmost care was taken to avoid errors in data collection. The secondary data were collected from official and other reliable records and reports.

**4.1. Sampling Design**

The Proportionate Stratified Sampling Method was used to select the respondents in sugar mills in Perambalur district. There are 2303 employees in sugar mills in Perambalur District of which 390 employees are schedule as respondent sample working in different categories.

Table 1 Sample Respondents

S.No	Mills	Sample distributed	Sample collected
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1	DhanalakshmiSrinivasan sugar mill	205	205
2	Perambalur sugar mill	205	185
	<b>Total</b>	<b>410</b>	<b>390</b>

#### 4.2. Statistical Tools Used

The collected data have been consolidated, tabulated and analyzed by using relevant statistical tools like, mean, standard deviation, co-efficient variance, Reliability test, T-test, one way ANOVA, and Regression Analysis and factor analysis. The SPSS 24.0 package was utilized for analyzing the data. The interpretation of the study is done by using tables to give meaningful results.

Table 2 Social Characteristics of Laboures in Sugar Mills in Perambalur District

Job characteristics	Category	Frequency	Percentage
Nature of employment	Permanent	276	70.8
	Seasonal	114	29.2
	<b>Total</b>	<b>390</b>	<b>100.0</b>
Cadre	Workmen	235	60.3
	Supervisory staff	88	22.6
	Officer	67	17.2
	<b>Total</b>	<b>390</b>	<b>100.0</b>
Length of service (in years)	Upto 10	140	35.9
	11 – 20	113	29.0
	21 – 30	81	20.8
	Above 30	56	14.4
	<b>Total</b>	<b>390</b>	<b>100.0</b>
Monthly salary (inRs.)	Upto 15000	187	47.9
	15001 – 25000	125	32.1
	25001 – 35000	47	12.1
	Above 35000	31	7.9
	<b>Total</b>	<b>390</b>	<b>100.0</b>
Reason for working	Nearby resident	194	49.7
	Good salary	122	31.3
	Permanent job	44	11.3
	Convenient	30	7.7
	<b>Total</b>	<b>390</b>	<b>100.0</b>

Source: Survey data

The table 2 summarizes the social characteristics of labourers' working in sugar mills inPerambalur District such as gender, age, educational status, marital status and number of dependents. The table reveals that, 211 (54.1%) of labourers' were male and 179 (45.9%) of them were female. Regarding the distribution of age group of the labourers, 179 (45.9%) of them were below 35 years of age, 104 (26.7%) of the labourers' were between 36 to 45 years of age group category and 40(10.3%) of them were above 50 years age group category. Further, regarding the educational status, 100 (25.6%) of the labourers were belongs to below SSLC educational status, 167 (42.8%) were belongs to higher secondary level of educational status, 77 (19.7%) of them have diploma and ITI level of educational status and 46 (11.8%) of the labourers were degree and above level of educational status. Regarding the marital status of the labourers, 271 (69.5%) of the labourers were married and 119 (30.5%) of them were unmarried. Also it is seen that, 87(22.3%) of the labourers have one and two dependents in their family, 140 (35.9%) of them have three and four dependents, 108 (27.7%) of them have five and six dependents and 55 (14.1%) of them have more than six dependents in their family.

Table 3 Job characteristics of Laboures in sugar mills in Perambalur District

Job characteristics	Category	Frequency	Percentage
Gender	Male	211	54.1
	Female	179	45.9
	<b>Total</b>	<b>390</b>	<b>100.0</b>
Age (in years)	Up to 35	179	45.9
	36 – 45	104	26.7

	46 – 55	67	17.2
	Above 55	40	10.3
	<b>Total</b>	<b>390</b>	<b>100.0</b>
<b>Educational status</b>	Up to SSLC	100	25.6
	HSC	167	42.8
	Diploma & ITI	77	19.7
	Degree and Above	46	11.8
	<b>Total</b>	<b>390</b>	<b>100.0</b>
<b>Marital status</b>	Married	271	69.5
	Unmarried	119	30.5
	<b>Total</b>	<b>390</b>	<b>100.0</b>
<b>Number of dependents</b>	1 & 2	87	22.3
	3 & 4	140	35.9
	5 & 6	108	27.7
	More than 6	55	14.1
	<b>Total</b>	<b>390</b>	<b>100.0</b>

Source: Survey data

The table 3 summarizes the job characteristics of labourers working in sugar mills in Perambalur District such as nature of employment, work cadre, length of service, monthly salary and reason for working. The table reveals that, 70.8% (276) of the labourers were under permanent employment category and 45.9% (114) of them were under seasonal employment category. Regarding the working cadre of the labourers, 35.9% of them were under workmen category, 22.6% of them were under supervisory staff category and 17.2% of them were under officer category. Also from the table it is seen that, 35.9% of the labourers have up to 10 years of service, 29% of them have 11 to 20 years of service, 20.8% of them have 21 to 30 years of service and 14.4% of them have above 30 years of service. Further, 47.9% of the labourers monthly salary was below Rs.15000, 32.1% of them were under Rs.15001 to Rs.25000 category, 12.1% of them were under Rs.25001 to Rs.35000 category and 7.9% of them were above Rs.35000 monthly salary category. Regarding the reasons for working in sugar mills, 49.7% of the labourers opined because of nearby residence, 31.3% of them opined because of good salary, 11.3% of them opined because of permanent job and 7.7% of them opined the work is convenient.

Table 4 Garret ranking method on intramural factors influencing labour welfare facilities

S.No.	Intramural facilities	Ranks					Total
		1	2	3	4	5	
1	Facilities for washing & clothing	38	73	121	81	77	390
2	Canteen facilities	72	162	38	73	45	390
3	Medical facilities	83	34	116	38	119	390
4	Rest and Lunch room	116	83	76	77	38	390
5	Role of labour welfare officer	43	38	77	121	111	390

Source: Survey data

The garret ranks are calculated by using appropriate Garret ranking method using the formula as given below. Based on the Garret ranking table the value is obtained.

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

where,  $R_{ij}$  is the rank given for  $i^{\text{th}}$  item by the  $j^{\text{th}}$  sample respondents and  $N_j$  is the total rank given by the  $j^{\text{th}}$  sample respondents

Table 4 shows the ranks given by sample respondents on the various items related to the intramural factors influencing labour welfare facilities. It reveals that most of the labourers were favour to the items 2, 3, 4 and 5.

Table 5 Percentage position and Garret value

S.No.	Percent position	Garret value
1	$100(1-0.5)/5 = 10$	75

2	$100(2-0.5)/5 = 30$	60
3	$100(3-0.5)/5 = 50$	50
4	$100(4-0.5)/5 = 70$	40
5	$100(5-0.5)/5 = 90$	25

Table 5 shows the percent position obtained using the Garret ranking formula as mentioned above and based on the percent position the Garret value is obtained from the Garret ranking table. The Garret ranking scores were shown in table 4.09.

Table 6 Garret ranking scores of intramural factors influencing labour welfare facilities

S.No.	Intramural facilities	Ranks					
		1	2	3	4	5	Total
1	Facilities for washing & clothing	2850	4380	6050	3240	1925	<b>18445</b>
2	Canteen facilities	5400	9720	1900	2920	1125	<b>21065</b>
3	Medical facilities	6225	2040	5800	1520	2975	<b>18560</b>
4	Rest and Lunch room	8700	4980	3800	3080	950	<b>21510</b>
5	Role of labour welfare officer	3225	2280	3850	4840	2775	<b>16970</b>

*Source: Survey data*

Table 7 Final Garret Ranks of intramural factors influencing labour welfare facilities

S.No.	Intramural facilities	Total	Average score	Rank
1	Facilities for washing & clothing	<b>18445</b>	<b>3689</b>	4
2	Canteen facilities	<b>21065</b>	<b>4213</b>	2
3	Medical facilities	<b>18560</b>	<b>3712</b>	3
4	Rest and Lunch room	<b>21510</b>	<b>4302</b>	1
5	Role of labour welfare officer	<b>16970</b>	<b>3394</b>	5

*Source: Survey data*

The final Garret ranks of the intramural factors influencing labour welfare facilities were depicted in table 7. It shows that, the first rank is the “rest and lunch room” facility, followed by “canteen facilities” as second rank, “medical facilities” as third rank, “facilities for washing & clothing” as fourth rank and “role of labour welfare officer” as fifth rank.

Table VIII Garret ranking method on extramural factors influencing labour welfare facilities

S.No.	Extramural facilities	Ranks					
		1	2	3	4	5	Total
1	Transport facilities	39	70	131	76	74	<b>390</b>
2	Facilities for training and education	72	175	39	70	34	<b>390</b>
3	Leave travel allowance	74	26	118	39	133	<b>390</b>
4	Sports and recreational facilities	106	80	91	74	39	<b>390</b>
5	Social security measures	48	39	62	125	116	<b>390</b>

*Source: Survey data*

The garret ranks are calculated by using appropriate Garret ranking method using the formula as given below. Based on the Garret ranking table the value is obtained.

$$\text{Percent position} = 100 (R_{ij} - 0.5)/N_j$$

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where,  $R_{ij}$  is the rank given for  $i^{\text{th}}$  item by the  $j^{\text{th}}$  sample respondents and  $N_j$  is the total rank given by the  $j^{\text{th}}$  sample respondents

Table 8 shows the ranks given by sample respondents on the various items related to the extramural factors influencing labour welfare facilities. It reveals that most of the labourers were favour to the items 1, 2, 3 and 5.

Table IX Percentage position and Garret value

S.No.	Percent position	Garret value
1	$100(1-0.5)/5 = 10$	75
2	$100(2-0.5)/5 = 30$	60
3	$100(3-0.5)/5 = 50$	50
4	$100(4-0.5)/5 = 70$	40
5	$100(5-0.5)/5 = 90$	25

Table 9 shows the percent position obtained using the Garret ranking formula as mentioned above and based on the percent position the Garret value is obtained from the Garret ranking table. The Garret ranking scores were shown in table 4.13.

Table X Garret ranking scores of extramural factors influencing labour welfare facilities

S.No.	Extramural facilities	Ranks					
		1	2	3	4	5	Total
1	Transport facilities	2925	4200	6550	3040	1850	<b>18565</b>
2	Facilities for training and education	5400	10500	1950	2800	850	<b>21500</b>
3	Leave travel allowance	5550	1560	5900	1560	3325	<b>17895</b>
4	Sports and recreational facilities	7950	4800	4550	2960	975	<b>21235</b>
5	Social security measures	3600	2340	3100	5000	2900	<b>16940</b>

*Source: Survey data*

Table XI Final Garret Ranks of extramural factors influencing labour welfare facilities

S.No.	Extramural facilities	Total	Average score	Rank
1	<b>Transport facilities</b>	<b>18565</b>	<b>3713</b>	3
2	<b>Facilities for training and education</b>	<b>21500</b>	<b>4300</b>	1
3	<b>Leave travel allowance</b>	<b>17895</b>	<b>3579</b>	4
4	<b>Sports and recreational facilities</b>	<b>21235</b>	<b>4247</b>	2
5	<b>Social security measures</b>	<b>16940</b>	<b>3388</b>	5

*Source: Survey data*

The final Garret ranks of the extramural factors influencing labour welfare facilities were depicted in table 11. It shows that, the first rank is the “facilities for training and education”, followed by “sports & recreation facilities” as second rank, “transport facilities” as third rank, “leave travel allowance” as fourth rank and “social security measure” as fifth rank.

## 5. SUGGESTIONS

Factors influencing labour welfare facilities have been divided into intramural facilities and extramural facilities. Intramural welfare facilities are those within the working environment and include condition of the working environment, employee convenience, health services and women and child welfare. In the Dhanalakshmi sugar mill and Perambalur sugar mill, facilities for Washing and Clothing, Canteen facilities, Medical facilities, Rest and lunch room and Labour Welfare Officer are the major intramural welfare facilities.

Extramural welfare events are disparate with many of them being sponsored by government acts. Some include comfortable residences, proper roads and infrastructure and sanitation while constitutional acts such as the factories act of 1948 and contract labor act of 1970 are examples of governmental welfare activities. In the Dhanalakshmi sugar mill and Perambalur Sugar Mill, Transport facilities, Facilities for training and education, leave travel allowance, Sports and recreational facilities and Social security measures are the major extramural welfare facilities.

Welfare facilities are important part in the sugar mills which decide the active participation of employees in the production activities. Statutory welfare measures primarily include welfare facilities provided within the

boundaries of an industrial establishment. They form part of the employers' statutory obligations. All welfare states provide welfare to the labour by securing and protecting social order to ensure social, economic, and political justice. Facilities for washing and Clothing, Facilities for sitting, First aid appliances, Canteen Facilities and Rest and lunch room are the major statutory welfare measures in Dhanalakshmi sugar mill and Perambalur Sugar Mill in Perambalur District.

## 6. CONCLUSION

Sugar mills are labour intensive with huge number of labours for production and effective utilization of sugar from sugarcane. Therefore, Laborers' are the major resources in the sugar mills which need to provide more welfare facilities to maintain and retain labour forces. Labour welfare relates to taking protection of the well-being of workers by employers, trade unions, governmental and non-governmental institutions, and agencies. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. But at the same time organization alone promote the quality of labour welfare schemes to their employees. Through many Acts and legal provisions relating to protect labour welfare in sugar mills whereas only few sugar mills are maintaining as per the rules. Labour welfare with the provision of opportunities for workers and his family/her family for a good life as understood in most widespread wisdom. This kind of activities increases the work culture of employees in Sugar Mills particularly in Dhanalakshmi Sugar Mill and Perambalur Sugar Mill in Perambalur District. Labour welfare can be classified as statutory or non-statutory, meaning as required by the law or by the will of the management respectively. Welfare activities can also be classified as either intra-mural or extra-mural. Both welfare measures are important to maintain good employee relationship in the sugar mills.

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