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Labour Welfare Measures in Sago Factories

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ABSTRACT

Human Resource management is the art of procuring, developing and maintaining a competent workforce to achieve the goals of an organization in an effective and efficient manner. Employee welfare facilities enable workers to live a rockier and more satisfactory life. The scope of the study is to understand the present welfare measures in the sago factories and how can enhance the performance of employees by adopting better welfare measures. The study is extended only to the respondents working in the sago factories in Tiruvarur District. Sago industry are mostly rural based and hence they offers scope for employment to the largest number of laborers during the months of August to February. This is because of abundant supply of tapioca during this period. The improvement in working conditions are suggested to improve effectiveness of the employee welfare measures. The project was basically done to find out the present satisfaction level of the employee regarding the welfare measures provided them.

KEY WORDS: Human Resource Management, Labour welfare, Tapioca.

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INTRODUCTION :

Workers are the backbone of any organization. Organizations are made up of people and function through people. The resources of money, materials and machineries are collected, coordinated and utilized by men and women. Human Resource management is the art of procuring, developing and maintaining a competent workforce to achieve the goals of an organization in an effective and efficient manner. Employee welfare facilities enable workers to live a rockier and more satisfactory life. Labour welfare and social security measures are also known as employee service programmes or fringe benefits. Employees enjoy these services (such as canteens, crèches, and education and recreation facilities) without any reference to the specific work done by them. In the case of economic benefits (such as ;compensation for disability and injury and retirement, medical and maternity benefits) the amount is not predetermined and can be ascertained only after the event.¹⁻

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STATEMENT OF THE PROBLEM:

Researcher project titled “ A Study on Labour Welfare Measures in Sago Factories with special reference to Tiruvarur District.” In this Research, researcher to know the labour welfare measures provide in the sago factories and to study the various dimensions of employee welfare measures as perceived by the workers and to the perception of the respondents regarding the various labour welfare measures provided to them and to suggest the suitable measures to enhance HRD intervention used to improve the welfare facilities.

OBJECTIVES OF THE STUDY:

- To bring out the various welfare measures offered by the sago factories to its employees.
- To study about the employees opinion towards working conditions.
- To study about the employees opinion in relationship with coworkers.
- To study the importance of labour welfare measures.
- To evaluate the level of satisfaction among the workers about welfare measures provided by the sago factories in Tiruvarur District.

SCOPE OF THE STUDY:

The scope of the study is to understand the present welfare measures in the sago factories and how can enhance the performance of employees by adopting better welfare measures. The study is extended only to the respondents working in the sago factories in Tiruvarur District. The welfare measure studies include both statutory and non-statutory one. This study also helps the factories to make necessary changes in their welfare programs.

THE HISTORY OF THE TAPIOCA:

Cassava or tapioca was introduced to India during the later part of 17th century by the Portuguese in Kerala State . A part of it is also used for animal feed. It forms the staple diet of people of Kerala. Commercially, the industrial products, sago and starch are manufactured from Tapioca. This industry is a traditional industry in Tamil Nadu and Kerala. Tapioca is the mass products of calories at low cost and is valuable to the people where the food requirements cannot be met from other sources. Tapioca is called “vaca” in Spanish, “Mandiaoca” in Portuguese and “Manioc” in, French. In Tamil language it is called “maravallikizhangu” or “ Eshilaikizhangu” whereas in Malayalam language it is known as “marachinikizhangu” kappa. Its scientific name is man hot esculent cants. Tapioca grows naturally in Central and South America. The Portuguese took it to Africa where it was propagated and used as food. It was later on introduced to Asia and other regions. Currently the plant is cultivated in about 90 countries throughout the world.³⁻⁵

LABOURERS:

Sago industry are mostly rural based and hence they offers scope for employment to the largest number of laborers during the months of August to February. This is because of abundant supply of tapioca during this period. On the other hand, during off season, they remain closed due to the non-availability of raw material. The sago units are employing two types of laborers viz. permanent workers for supervisory works, machine driver and accountants and the salary paid to them, depends upon their skill and experience. The owner himself often does the supervisory work. Casual laborers are engaged on a daily wage basis to do the actual processing. Among the causal laborers there are two types of workers viz., skilled and unskilled labors mostly women workers, are engaged for washing and peeling the tubers and carrying them to the crushing point. The wage paid to women workers depends upon the quantity of roots peeled.

SUGGESTIONS:

The facilities in the quarters provided have to be improved and importance should be given to the facilities for temporary employees.

Transport facility has to be sufficiently provided.

Educational facility should be provided to the employees children.

Medical facilities should be provided within the factory.

More training facility should be given by the factory for improving the efficiency of the employees.

The provident Fund and Insurance are provided to the permanent employee only, it can be made to the temporary employee also.

It will be more effective if the management take the steps to introduce suggested schemes system for the employees.

CONCLUSION:

Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare, measures bring into light that the present measures taken by the factories in Tiruvarur District. The improvement in working conditions are suggested to improve effectiveness of the employee welfare measures. The project was basically done to find out the present satisfaction level of the employee regarding the welfare measures provided them. Also to make the factory aware about the employees' dissatisfaction with certain welfare measures and give them appropriate remedies. The feedback on the subject matter when evaluated threw light on the level of satisfaction of the factory working is more than average specifications. Doing my project with sago factory has been a great experience to suggest the new welfare measures.

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