

**A STUDY ON THE EMPLOYEES WELFARE MEASURES IN
RAJSHANTHI SPINNERS**

A PROJECT REPORT

Submitted

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by

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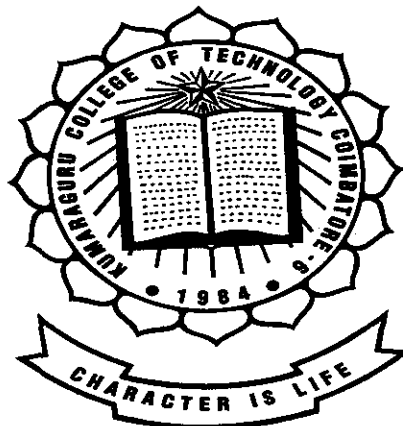


In partial fulfillment of the requirements of

Anna university-coimbatore

for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION



**DEPARTMENT OF MANAGEMENT STUDIES
KUMARAGURU COLLEGE OF TECHNOLOGY**

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**DEPARTMENT OF MANAGEMENT STUDIES
KUMARAGURU COLLEGE OF TECHNOLOGY
COIMBATORE**

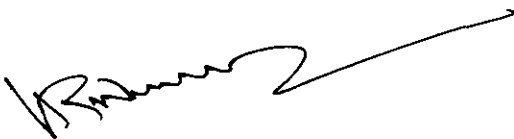
BONAFIDE CERTIFICATE

Certified that this project titled “**A STUDY ON THE EMPLOYEES WELFARE MEASURES IN RAJSHANTHISPINNERS**” is the bonafide work of **Ms.M.SUGANYA (0720400050)** who carried out this research under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.


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Examiner I


Examiner II

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CERTIFICATE

This is to certify that MS.M.SUGANYA (Roll No 0720400050), a student of KCT Business School, Kumaraguru College of Technology, Coimbatore- 641006, had undergone a project from 14th June 2008 to 19th July 2008 entitled "A study on the employee welfare measures".

For RAJ SHANTHI SPINNERS



Partner

DECLARATION

I, hereby declare that this project report entitled " A STUDY ON THE **EMPLOYEES WELFARE MEASURES PROVIDED IN RAJSHANTHI SPINNERS**", has undertaken for academic purpose submitted to Anna University in partial fulfilment of requirement for the award of the degree of Master of Business Administration. The project report is the record of the original work done by me under the guidance of **Prof.Mr.V.S.Elamurugan** senior lecturer during the academic year 2008-2009.

I, also declare hereby, that the information given in this report is correct to the best of my knowledge and belief.

PLACE : COIMBATORE

DATE : 22.10.08

.....*M. Suganya*.....

(SUGANYA.M)

EXECUTIVE SUMMARY

This project work is done in “RAJSHANTHI SPINNERS” near Urumandampalayam; Coimbatore. About 300 employees are working in this organization out of which 135 are permanent. This project is under taken to study how the Welfare measures provided by the organization satisfy the requirements of the employees.

The various welfare measures taken for the study includes canteen facilities, medical facilities, restrooms, washing facility, drinking water facility, crèches, toilet facility, loan facility, cleanliness and leave provision.

The pilot survey was done by taking 10 samples. Survey in 100 employees was done and the necessary data was collected by distributing questionnaires among them. Analysis of the data is done by using percentage analysis, chi-square and weighted average method.

The project centered on the different opinions of the employees on existing welfare measures and their future anticipation.

The study help to know the satisfaction level of the employees and their expectations about the welfare measures offered. Personnel from the management also have given their opinion regarding the welfare measures provided. Based on the findings suitable suggestion were given.

ACKNOWLEDGEMENT

Few people are as fortunate as I have been. Throughout my life I have always benefitted from many wonderful people around me, and the last two months of my final project have been no exception. I have many people to be thankful to.

I thank our respected chairman **Dr. N. Mahalingam** who helped us to undergo this master's degree and acquire a lot of knowledge.

I express my sincere gratitude to our beloved correspondent **Prof. Dr. K. Arumugam**, the prime guiding spirit of Kumaraguru College of Technology.

I extend my heartfelt thanks to principal **Dr. Joseph V. Thanikal**, Kumaraguru College of Technology, for provided facilities to do this project.

In great honor and with indebted gratitude I think my inspiring guide **Prof.Mr.V.S.Elamurugan** who has taken great interest in helping me on and often in the successful pursuit of my project. I am very much fortunate to get such a good guide, who encouraged me constantly with good counsel and helped me to complete the project successfully on time.

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I thank all the employees in the organization who were involved knowingly or unknowingly to make this project work successful.

Above all, I thank **Almighty God and My Parents** for giving me the grace and

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CHAPTER 1

INTRODUCTION

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

DEFINITION

The oxford dictionary defines labour welfare as 'effort to make life worth living for workmen'.

In the words of R.R.Hopins , ' Welfare is fundamentally an attitude of mind on the part of management influencing the method by which management activities are undertaken'.

WELFARE MEASURES CONCEPT

The basic aim of the labour services in an industry is to improve the living and working condition of workers and their families. Welfare measures include all activities of employer's state, trade unions and other agencies to help the workers and their families to serve with greater satisfaction by creating favourable working conditions.

The need for adding welfare activities to the contractual relationship between an employer and the workers hardly received attention in the early states of industrialization. The concept of welfare as such services facilities and amenities as adequate canteen, rest and recreation facilities arrangements for travel to and from work and for the accommodation of workers employed at a distance from their houses and such other services amenities and facilities as contributed to improve the condition under which workers are employed. The welfare facilities are very broad field and it is not limited in an industry or occupation.

In the evaluation of working condition and policies the people change their life style and needs. An employer today is for more urban in taste and outlook than his predecessor. A vast majority of the workers in cities committed to factory employment with the changing industrial landscape, the process of urbanization has to lead to the following difficulties. Housing, transport, civil amenities and distribution control.

AMENITIES AVAILABLE FOR EMPLOYEES

➤ Ventilation

The company concentrates more on ventilation due to hazards process one world in production; it is properly maintained through a special officer.

➤ Washing

This factory has adequate and suitable facilities for washing are provided and maintained, it is easily accessible by everyone and helps them to maintain fitness.

➤ First Aid

The company provides first aid box or cupboard, the first aid box contains prescribed material and there is in charge person who is trained in first aid treatment.

➤ Welfare officer

According to factories act 1948 the company should possess welfare officer for more than 500 employees.

➤ Bathroom

The company provides the clean and tiled bathroom, soap including hot water.

➤ Lightings

The company provides all kinds of lights, it is important for working conditions.

➤ **Cupboards**

The company provides individual cupboards to the employees to enhance his shop floor working for adequate equipment available

➤ **Canteen facilities**

All the employees are given provision for the canteen facilities, the food in the canteen is hygienic, and so the employees are well prepared from the work in the organization.

BENEFIT FOR WELFARE MEASURES

- More effective recruitment
- Improved moral and loyalty
- Good industrial relation
- Reduced influence of unions
- Reduced threat of further government intervention

Labour welfare and social security benefits do not fall into any of this factor, there is evidence to show that after some time these benefits not dependent on production or performance are taken for granted by the workers.

Labour welfare and social security measures are also known as employee services programmed fringe benefits; employees enjoy these services such as canteen, crushes, and education and recreation facilities without any references to the specific work done by them

TYPES OF WELFARE MEASURES

- Statutory welfare measure
- Non-statutory welfare measure
- Mutual welfare measure

OBJECTIVES OF LABOUR WELFARE

- To give expression to philanthropic and paternalistic feeling
- To win over employees loyalty and increases their morals
- To develop efficiency and productivity among workers
- To reduce the threat of future government intervention

PRINCIPLES OF LABOUR WELFARE SERVICES

- The service should satisfy real need of the worker.
- The services should be such it can be handled by cafeteria approach
- The employer should not assume a benevolent positive approach
- The cost of services should be calculative and its financing should be established on a sound basis

1.2 REVIEW OF LITERATURE

Mr. Haridas has conducted a research on 'The study on labour welfare measures in TTK prestige Ltd' in 1999, the sample size was 100 and he used the interview schedule for the primary data collection. He found out that 80% of the employees were satisfied with the working conditions of the factory, all of them were satisfied with 1st aid facilities. All of them were utilizing the facilities and canteen facilities.

Mr. Mahendhran has conducted a research on 'The study on the attitude of employee's on working condition and welfare facilities and awareness on social security measures in Rajshree Spinners mill, Coimbatore' in 1998, the sample size was 70. The researcher selected only the male employees of a single private spinning mill due to time constraint. Here more employees found provision for drinking water, first aid facility are satisfactory and they were generally dissatisfied with management canteen and rest room facility.

Tsur, Yacov; Zemel, Amos, has conducted a study on 'Welfare measurement under threats of environment catastrophes', July 2006. Welfare measures under threats of environmental catastrophes are studied using the "parable" apparatus of Weitzman and Lofgren [On the welfare significance of green accounting as taught by papable, J. Environ. Econ. Manage. 32 (1997) 139 - 153]. The occurrence probability of the catastrophic events is driven (at least partly) by anthropogenic activities such as natural resource exploitation. Without external effects, the green NNP is a genuine welfare measure vis-à-vis a particular parable economy. Often, however, the occurrence hazard constitutes a public bad, treated as an externality by agents who ignore their own contribution to its accumulation. In such cases the green NNP, although accounting for the events hazard rate per se, fails to properly internalize future effects on the hazard rate of current economic activities and as a result overestimates welfare. The bias term associated with the green NNP is derived and

Zaman, Haider has conducted a study on 'workers to Gain From Amended Labour Laws', July 2006. The article focuses on the benefits gained by the employees from the amended labour laws in Pakistan. Under the 2006 Finance Act, there are changes in the quantum and scope of various benefits and welfare measures for workers employed in industrial and commercial establishment. Among the amended labour laws are the increase of monthly wage under the 2003 Workmen's Compensation Act and the increase of employee's daily working hours under the 1934 Factories Act.

Mr.S.RajaMohan has conducted a research on 'A study on welfare measures in Neyveli lignite corp ltd, Neyveli in 1994'. In general the welfare facilities provided by the Neyveli lignite corp ltd are considered to be satisfactory by the workers in the production units.

Mr. Hynes, Stephen has conducted a research on 'Effects on Welfare Measures of Alternative Means of Accounting for Preference Heterogeneity in Recreational Demand Models'. The article focuses on Multiattribute-revealed preference data are used to investigate heterogeneity in a sample of kayakers for a panel of whitewater sites in Ireland. This article focuses on a comparison of preference heterogeneity using a random parameter logit model with correlated tastes and a latent class model, in terms of the implications for welfare measures of environmental quality and site-access changes. Recreationalists' skill levels are found to affect preferences in both approaches. Statistics for the estimated distribution of welfare changes for the average respondent are computed for changes in site attributes, but contrary to previous work, these are found to be of similar magnitude, American Journal of Agriculture Economics Nov2008, Vol. 90 Issue 4, p1011-1027, 17p.

Mr. Ann Davis, Lucy Gibson has conducted a study on 'Designing Employee Welfare Provision'. The study says that Describes a process through which organizations might seek to implement interventions relating to employee wellbeing. Emphasizes the importance of a comprehensive needs assessment both in obtaining the breadth of information needed to design appropriate interventions and also in providing baseline information against which to evaluate programme effectiveness. Discusses factors which influence the type of intervention appropriate for a particular situation and highlights their design implications. Finally, provides guidance on programme implementation and evaluation, and discusses some of the advantages and disadvantages of different approaches to tertiary welfare provision, Personnel ReviewYear: 1994 Volume: 23 Issue: 7 Page: 33 - 45

Gruen, Carola and Klasen, Stephan has conducted a study on 'Growth, inequality, and welfare: comparisons across space and time'. This study says that We propose and apply several welfare measures that combine average income with a measure of inequality to undertake cross-country comparisons of aggregate welfare for the 1970 to 2000 period. Our welfare measures, which are based on theoretical and empirical findings on the role of inequality in social welfare, drastically change the impression of levels of welfare, significantly affect the welfare ranking of countries in different benchmark years, affect changes in ranking over time, and affect convergence between industrialized and developing countries. While the results are sensitive to the type of inequality and its presumed effect on welfare, the results are robust to different ways to address comparability problems inherent in the inequality data used, Oxford Economic Papers; Apr2008, Vol. 60 Issue 2, p212-236, 25p, 7 charts, 7 graphs

National commission on labour (1969) – was appointed in 1966. It had reviewed many aspects of labour welfare in India such as existing conditions of labour. Legislative measures available to protect their interest, level of workers earnings, standard of living and various welfare facilities viz. health and medical facilities, canteens, crèches, housing, transportation, recreational facilities, provisions of family planning and adult education etc. were studied in detail.

National commission (1972) – In conjunction with the passage in 1970 of the occupational safety and health Act, a National Commission has established to undertake a compensation laws in order to determine adequate, prompt, equitable system of compensation. The framework of objectives to the commission includes like broad coverage of employees and work related injuries and disease, substantial protection against interruption of income, provision of accident medical care and rehabilitation services, Encourage of safety.

The Measure of America: American Human Development Report 2008-2009, produced by the American Human Development Project, is modeled on the United Nations Development Programme's global Human Development Report, which has provided authoritative analysis and a ranked index for countries around the world for almost two decades. *The Measure of America*, published by Columbia University Press and The Social Science Research Council, is the first time the human development approach has been applied in the United States or any other industrialized nation. The report features forewords by Nobel laureate and Harvard Professor Amartya Sen and California venture capitalist William H. Draper III.

John H McKendrick has conducted a study on 'coverage of poverty in news reporting; looked at how the same poverty news story is reported across different news outlets; how poverty is presented across different genres of television programme; interviewed key informants involved in the production, placement and presentation of poverty coverage in the mass media; explored public interpretations and responses to media coverage of poverty through focus groups/workshops, publication date 10 Sep 2008 , p72.

Paul Gregg, Susan Harkness and Lindsey Macmillan,'This study suggests that the lone parent employment rate could reach 65 per cent by 2010 on the basis of measures already in place or announced in the Welfare Reform Green paper, the 2005 Pre-Budget Report (PBR) and the 2006 Budget. To go beyond that, and to have a fighting chance of hitting the target of 70 per cent by 2010, will require three additional steps: rolling out the New Deal Plus for Lone Parents; a series of special, focused measures to tackle the weak employment of lone parents in London; and a new approach to job retention. Further improvements to work incentives may also prove necessary', published by Joseph Rowntree Foundation, 19 June 2006 .

1.3 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

To study the various employee welfare measures provided by Rajshanthi Spinners .

SECONDARY OBJECTIVE

- To study the existing welfare measures provided by the company.
- To analyse the impact of the various welfare measures among the employees of the organisation.
- To study the various expectations among the employees on the welfare measures provided.
- To offer suggestion to the organization based on the findings of the study.

1.4 SCOPE OF THE STUDY

The project entitled 'A study on employees welfare measures' at Rajshanthi Spinners is an eye opener to determine the welfare measures for the employees in the organization. This study can be extended to the other firms in the same way as it was carried over for Rajshanthi Spinners, Coimbatore. It can be to other organisation having similar work practices. It is helpful for students who undertake project work in this area.

1.5 RESEARCH METHODOLOGY

Type of study

The study assumes the characteristics of descriptive research. The study helps to learn about and describe the characteristics of a group of employees, think systematically about aspects in a given situation, offer ideas for further research and help to make certain simple decisions.

Sampling design

To suggest suitable measures for improving the existing programme, 100 respondents are identified from 300 employees by using simple random sampling method at Rajshanthi Spinners.

Data collection

Personnel study can be conducted by two types of data collection method. They are primary and secondary data. In the present study the researcher collected primary data through the questionnaire. The secondary data is obtained from records, files, brochures of organization.

Tools of analysis

In the study the researcher followed simple percentage method. The data collected were carefully analyzed and processed. The employees were selected on the basis of simple random sampling techniques. Statistical techniques such as Chi square test, weighted average score analysis are used in this study.

1.6 LIMITATION OF THE STUDY

- Study is limited to the welfare facilities provided for the workers and the findings of the researcher cannot be applied to the other fields.
- Since the researcher has to complete the study within the specified period, the sampling size was restricted to 75 respondents.
- The limitation is restricted only inside the organization.

1.7 CHAPTER SCHEME

CHAPTER 1: Introduction

The first chapter deals with the background, objectives, scope of the study, methodology used in data collection, limitations of the study and brief introduction of all the chapter.

CHAPTER 2: Organization Profile

Organization profile includes details on the history of the organization, management and organization structure, product profile and market potential, competitive strength of the company.

CHAPTER 3: Micro and Macro analysis

This chapter deals with textile industries in India and its recent developments.

CHAPTER 3: Data analysis and Interpretation

This chapter consists of the analysis of the data collected from the company.

CHAPTER 4: Conclusion

This chapter deals with the findings of the study and the suggestions given to improve the defects of the current system of welfare measures.

CHAPTER 2
ORGANIZATION PROFILE

ORGANISATION PROFILE

2.1. HISTORY OF ORGANISATION

Rajshanthi Spinners Was incorporated in the year 1985 as a private company; the main object of the company is to carry on business of cotton yarn.

The mill started with an installed capacity of 15000 spindles, commenced production in January 1985. Subsequently its capacity increased to 30000 spindles during the year of 2002.

The company has got the raw materials from tamilnadu as well as from other states also. It has got labour force from its surrounding villages and towns.

2.2. PRODUCT PROFILE AND MARKET POTENTIAL

- 100% combed cotton yarn.
- Cotton super fine (40's).
- IMP 500 to 750.
- CSP (count strength product) 2400 to 2800.
- Raw material MCU5, DCH, CIA cotton (imported).

COMPETITIVE STRENGTH

A similar unit of 30000 spindleage the project cost will be around Rs.60 crores. The turn over will be around Rs.24 crores. So new project may not be viable to the counts 80's to 120's. the competitors have to go for count 60's and below preferably in the range of 30's to 40's where the turnover will be more and will be in a position to repay the loan.

OBJECTIVE OF THE ORGANISATION

QUALITY POLICY

Company's commitment is to produce quality cotton yarn that conforms to standards, which would satisfy the customers continually.

QUALITY OBJECTIVES

- To maintain quality procedure and effects cost reduction by updating the process technologies.
- To attain maximum production optimum utilisation of plant and machinery.
- To ensure cleanliness and good house keeping.

2.3. PROCESS FLOW CHART

1. FIBRE

To manufacture different counts of viscose yarn .The main raw materials required are viscose fibre and polyester fibre. Raw materials come in bale form are selected depending on the yarn requirement.

2. MIXING

In case blends, two different fibres are mixed together to get a specified blend and in a single component, it is mixed to get better uniformity in the quality in case of viscose rayon, cotton, etc.

3. BLOW ROOM

In blow room, fibre are opened as turf and obtained in the form of lap suitable for next process. In blow room 100% viscose bales are mixed together to get better uniformity.

4. CARDING

Lap is fed into the carding machine. Carding machine individualizes the fibres. It is collected in cans as silver.

5. DRAW FRAME

Draw frame (breaker and finisher) are used to reduce the unevenness in the card silver. 8 card silvers are fed and one breaker silver is collected by drafting, this is called breaker drawing. Again 8 breaker silvers are fed and one finisher silver is obtained.

6. SIMPLEX

Draw frame silver is drafted to get a roving which is suitable to creel and work in ring

7. SPINNING

Depending on customer and end user requirement, yarn unit is count (Ne). Yarn is produced in ring frame in the form of cops.

8. AUTO CONER AND WINDING

Ring frame cops will be of small in size and also it will have some fault in it. These faults will be removed in winding machine or auto coner by electric yarn cleaner and it will be round on bigger package called cones.

9. CHEESE WINDING

Cheese winding is used to make parallel yarns (2 or more) on cheese use which is suitable for twisting in TFO or ring doublers.

10. DOUBLING

Doubling machine is used to twist the parallel yarn and to make the yarn in cops form.

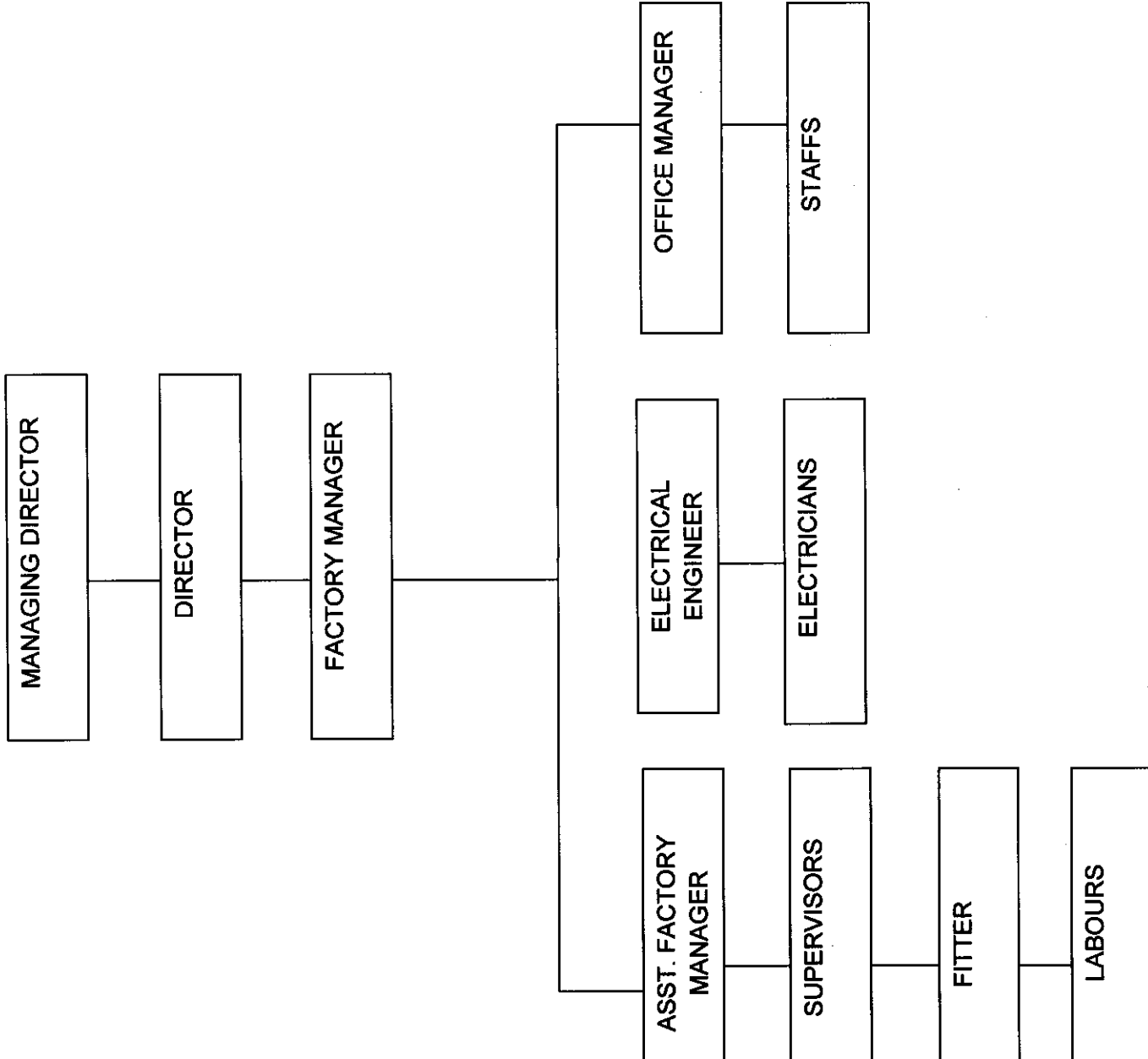
11. AUTO CONER/WINDING

Doubling frame cops will be of small in size and also it will have some fault in it. These faults will be recovered in AUTO CONER/WINDING by electric and it will be round on sizes packing called cones.

12. PACKING

Cones are checked under U.V. lamps and visually for finding in the cones. Good cones are packed in pallets or cartons depending on the customer demand.

2.4. ORGANIZATION CHART



CHAPTER 3
MACRO-MICRO ANALYSIS

MICRO-MACRO ANALYSIS

Textile growth figures

If you look at the global clothing scenario, where the textile market stands today is worth more than \$400 billion and it is still growing every year. As a result, the recent globalization of the textile trade has opened up highly demanding and evolving requirements for outsourcing in textiles.

During the last quarter of the previous century as depicted from Global Trade Analysis project (GTAP) model, the share of developing countries in world textile exports improved from 15 to 50 per cent. Costs remain the driving factor in the post-quota world but now the advantage will be greater as retailers are bound to raise the bar higher on the responsiveness and flexibility from their suppliers.

A variety of fabrics are used world wide in different applications such as apparel, household textiles and furnishings, medical equipment, industrial and technical products. Recent studies have highlighted that fabric weaving alone expends around 28 million tons of fibre every year. This figure is parallel to more than half of the global textile market. It is predicted that global production will grow by 25% between 2002 and 2010, to reach more than 35 million tons and Asia is one of the key regions for growth.

Post Quota Textile Scenari

In 1995, world trade organization (WTO) renewed the MFA with an agreement on Textiles and Clothing (ATC), which agreed that all quotas on textiles and clothing would disappear between WTO member countries on January 1, 2005.

The expiration of ATC marked the end of quotas, limiting textile and clothing trade between the WTO members. Huge developing countries like China, India and Pakistan were ones most restricted by the quotas. While India and china are likely to emerge as winners, the main losers after quota will be quota-restricted countries who have enjoyed the benefits and protection for more than 40 years. The fears that prices will fall dramatically after quotas has been eliminated.

The post quota market has changed with producers already affected by changes in retailing. Big retailers are buying up independent brands to give consumers more value and enhance their shopping experience.

Textile manufacturers supplying regional and domestic apparel have survived by investing in technology. It allows them to achieve some of the highest productivity in the world. Innovative approach has helped manufacturers to differentiate their products and maintain an edge over competitors.

Competitiveness

Manufacturers in developed countries are most likely to adapt by relocating operations to production centers in low wage countries. Those who choose nearby locations will also benefit from market proximity and speed of response.

Investments in the regional domestic industries have started picking up. The important global players have started taking steps for capacity expansions and modernization.

Quota elimination has its flip side as well. It will force down clothing prices further and will also help retail buyers to concentrate upon the most competitive suppliers. The focus will be on suppliers in terms of cost, quality and productivity rather than suppliers offering shorter lead times through market proximity.

It will be a race and emerging winners would include companies who will be able to deliver large volumes from integrated structures through partnership and other ventures. The quantum leap in exports of textiles from developing countries occurred despite high tariffs and quantitative restrictions imposed particularly by economically developed countries.

It is important to highlight the role of the multifunctional textiles, intelligent textiles, eco-textiles, e-textiles and customized textiles in the future of the textile- apparel industry.

MICRO ANALYSIS:

Among all the sub sectors of the textile industry, spinning is perhaps the most modernized segment. Production in fiscal 1999-2000 (April- March) was 3,049 million kg, of which 2,205 million kg was pure cotton yarn and the rest was synthetics and blends, such as polyester/ viscose; polyester/ cotton and spun acrylics. The industry exported about 540 million kg of cotton yarn and about 100 million kg of blended yarn, which together works out to about a fifth of the total output.

The spinning industry grew at a very rapid pace in the first half of the nineties. Thereafter growth slowed to some extent but through the nineties, India has installed nearly 15 million spindles. India has been the largest investor in ring spinning for almost the entire decade. Even in 1999, when sales of spinning machines hit their lowest level in recent times all over the world, India was the largest recipient of new ring spindles, according to the annual survey by the International Textile Manufacturers Federation (ITMF).

The population of reasonably good spindles in India is estimated at around 20 million spindles, which includes spindles of less than 15 years of age and those machines that have undergone substantial renovation. (Replacement of drafting arms and rings, etc.)

Small spinners

Spinners catering to overseas markets are performing reasonably well. Average cash profits (before providing for depreciation) are running at about ten percent (plus) of sales. Most of the export-oriented units (EOUs), which account for about one half of total exports of a little over 500 million kg of cotton yarn a year, were set up in the first half of the nineties, and the units are, generally speaking, in fine fettle.

However, spinners operating in the domestic market are facing a rather unique dilemma. Small spinners having investments in plant and machinery of less than Rs.30 million enjoy an exemption from excise duty of 9.20% ad valorem payable by medium and large units. This has resulted in mushroom growth in the number of small units having 500 to 2,000 spindles. These small spinners are unable to produce quality yarn but are to offer prices that are 10-15% lower than the prices of medium and large spinners. This, in turn, is pulling average prices down and is hurting the viability of the spinning industry at large.

Another problem being faced by the spinning industry is the large capacity in the public sector. India has a very large spinning capacity in the public and cooperative sectors. The central government-owned national textile Corporation alone owns some 120 odd mills. Then, there are textile corporations of individual states, in addition to a large number of cooperative mills. Effectively, cooperative mills are functioning under government control. The public sector producers have generally been selling yarn at low prices, pushing realizations for the private sector down to a significant extent.

Slow growth

On the other hand, growth in demand for spun yarn has slowed down significantly during the last few years, mainly because of the extraordinarily low prices of polyester textured yarn. Production of cotton yarn plunged from 2,213 million kg in fiscal year 1997-98 to 2,022 million kg in 1998-99. It recovered to 2,205 million kg in the last fiscal year, but was still marginally lower than in 1997-98. production in the first quarter of the current financial year (April-June 2000) grew by about 8%, suggesting that demand is recovering. Margins have also improved to some extent but the industry is, generally speaking, apprehensive about the future.

The steep plunge in global prices of polyester filament yarn had a profound effect on the fortunes of the Indian spinning industry. 80-84 denier polyester textured yarn has been quoted in the range of Rs.80-90/kg and no variety of cotton yarn is in a position to compete with that kind of rate. The share of PFY in real domestic demand (i.e., textiles consumed in India, by Indians) has risen from 18.44% in 1991 to 35-36% at present. In fact, PFY growth has hurt blends also. Real domestic demand for pure cotton yarn has declined at an average rate of about one percent per annum through the nineties.

Competitive

Although fresh investments in spinning have been declining for the last 3-4 years, the industry is globally competitive. Nothing illustrates the competitiveness of the Indian cotton spinning industry more than the fact imports of cotton in 1999-2000 (October-September) are expected to touch 2 million bales (of 170 kg each). This is equivalent to yarn production of nearly 300 million kg, and exporters are likely to have consumed at least one half of the imported cotton. The conclusion is that spinners are now able to compete globally without any advantage on account of the lower domestic prices of cotton.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

Table – 1
Gender Wise Distribution

Gender	No. of Respondents	Percentage (%)
Male	78	78.0
Female	22	22.0
Total	100	100.0

Inference:

The table indicates that 78% of respondents are male and remaining 22% of respondents are female.

Chart - 1

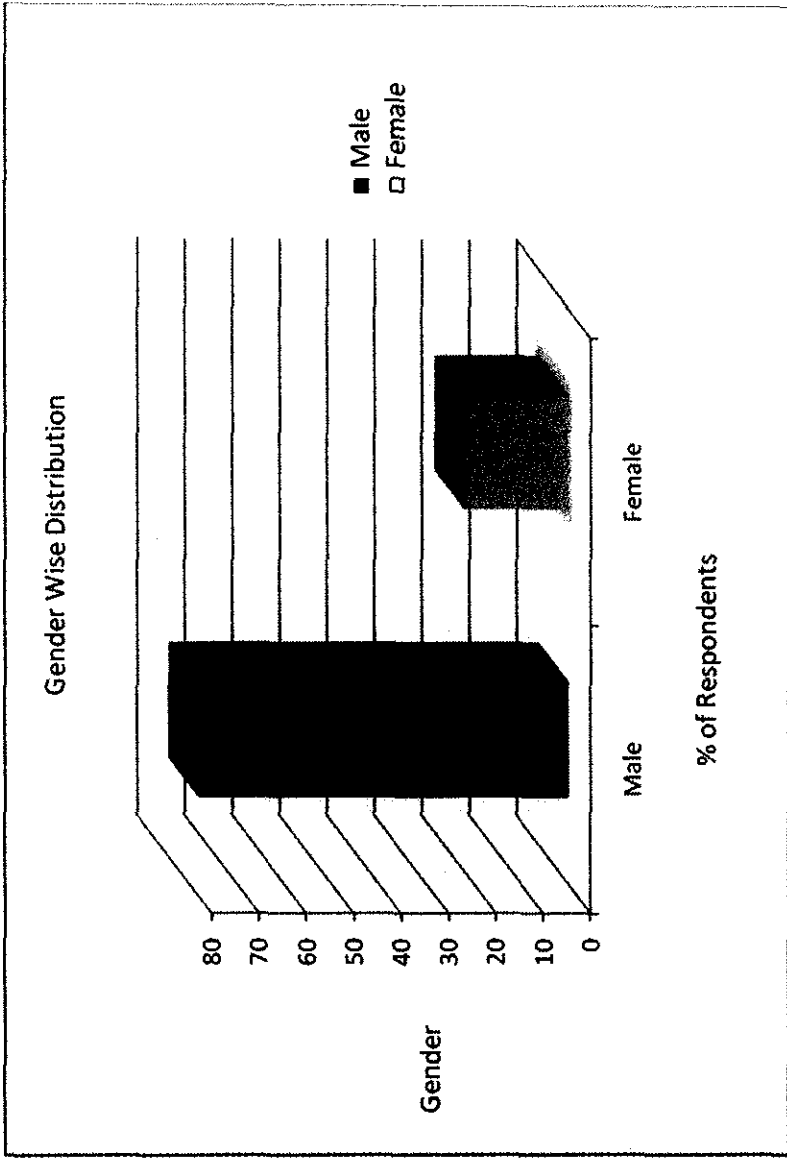


Table – 2
Age Wise Distribution

Age	No. of Respondents	Percentage (%)
Below 20	9	9.0
21-30	74	7.0
31-40	16	16.0
Above 40	1	1.0
Total	100	100.0

Inference:

The table indicates that 74% of respondents belong to the age group of 21-30, 16% of respondents belong to the age group of 31-40, 9% of respondents belong to the age group below 20, 1% of respondents belong to the age group of 40 and above.

Chart - 2

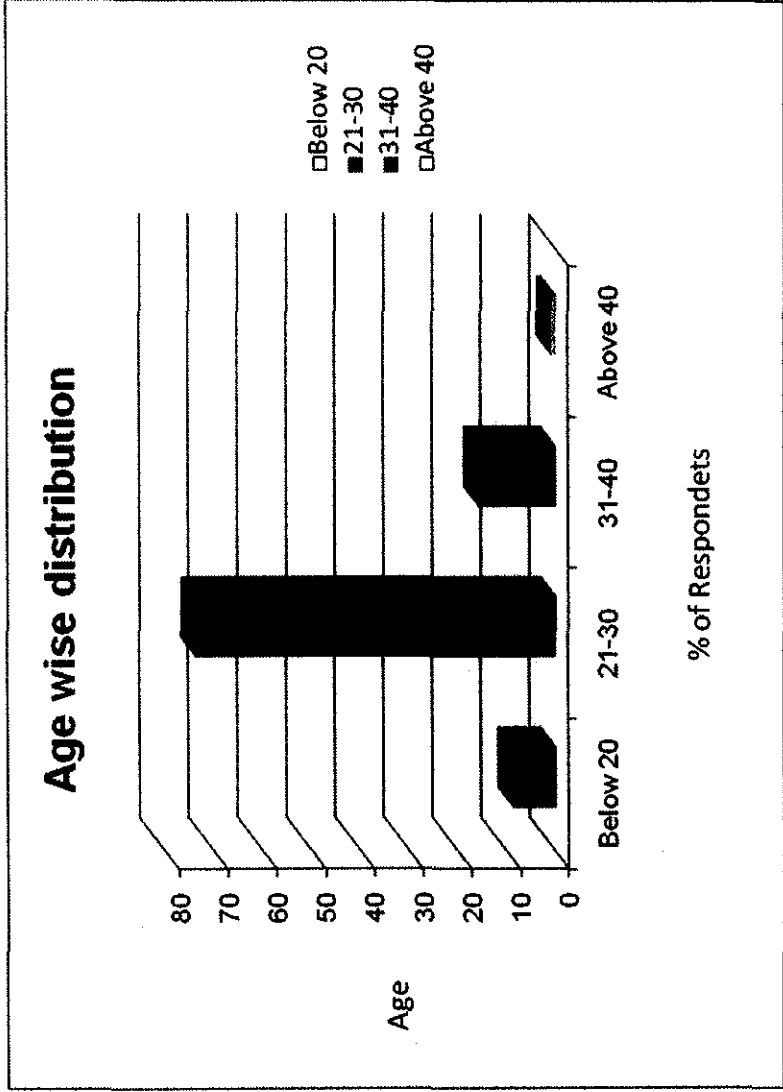


Table – 3
Educational Qualification of Respondents

Qualification	No. of Respondents	Percentage (%)
School level	49	49.0
Diploma	39	39.0
Graduate	11	11.0
Post Graduate	1	1.0
Total	100	100.0

Inference:

The table shows that 49% of the respondent's qualification is school level, 39% of the respondents are Diploma holders, 11% of the respondents are Graduates, 1% of the respondents are post graduates.

Chart - 3

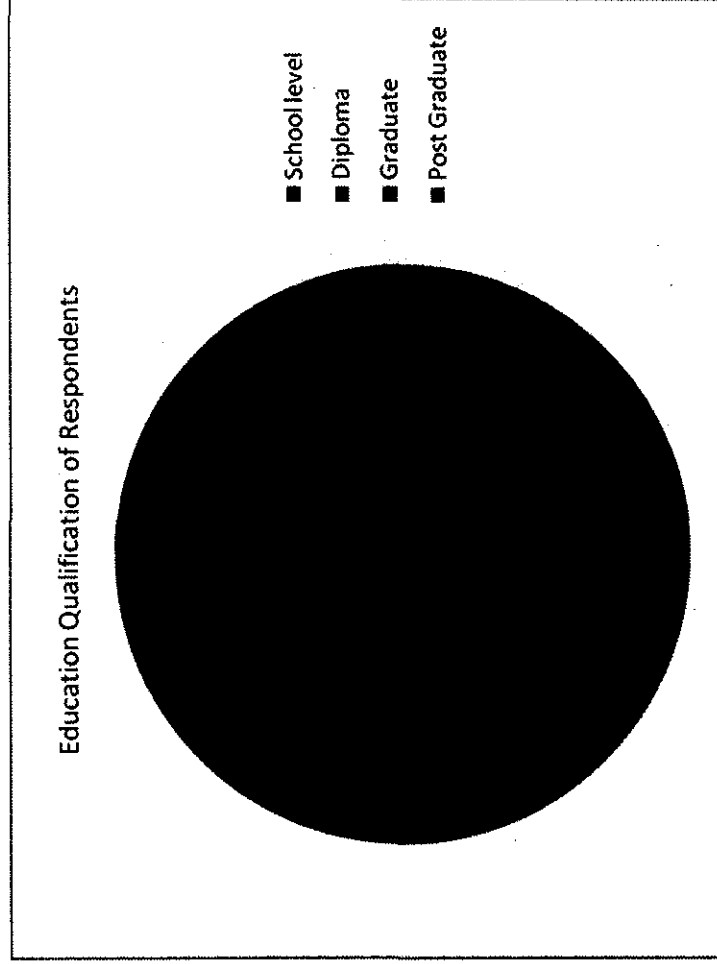


Table – 4

Department

Department	No. of Respondents	Percentage
Blow room	4	4.0
Carding	4	4.0
Drawing	4	4.0
Simplex	6	6.0
Spinning	55	55.0
Cone winding	24	24.0
Packing	3	3.0
Total	100	100.0

Inference:

The table emphasizes that 55% of the respondent are from spinning department, 24% of the respondent are from cone winding, 6% of the respondent are from simplex department, 4% of the respondent are from blow room department, 4% of the respondent are from carding, 3% of the respondent are from packing department.

Chart - 4

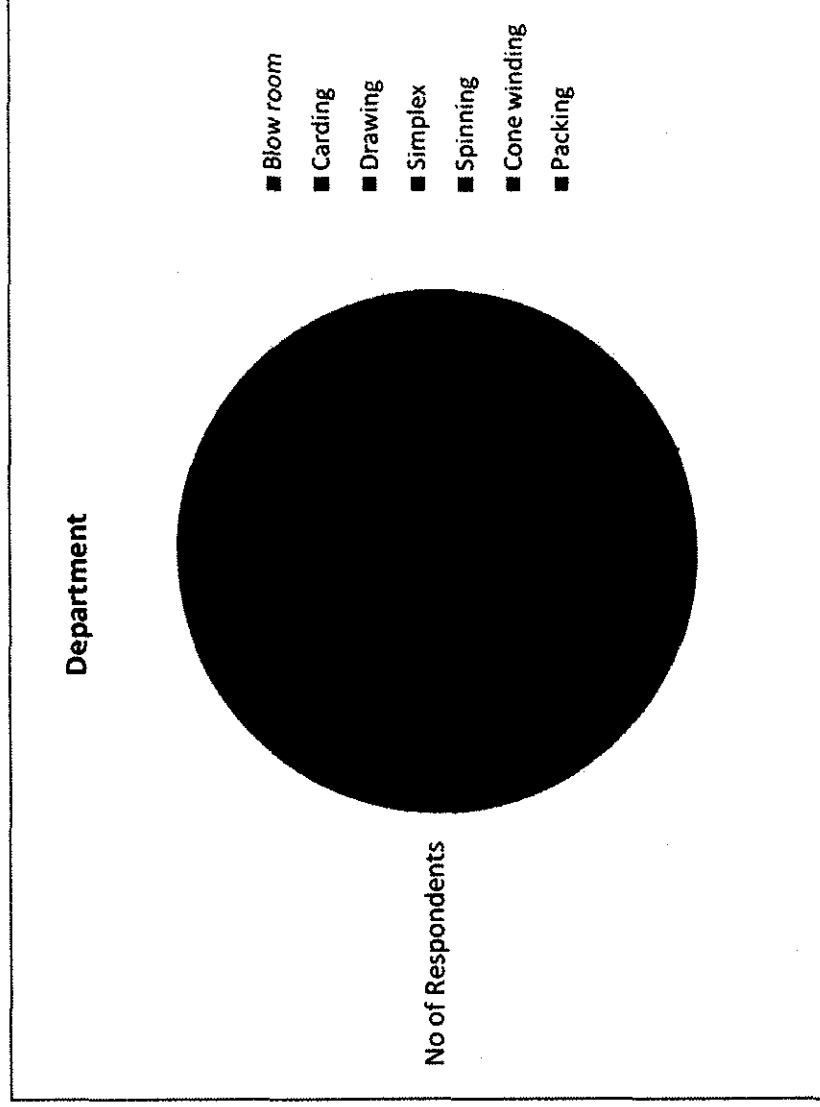


Table – 5

Welfare Awareness

Respondents	No. of Respondents	Percentage (%)
Yes	93	93.0
No	7	7.0
Total	100	100.0

Inference:

The table emphasizes on the various welfare facilities provided by the management. 93% of the respondents are aware with the welfare facilities and the remaining 7% of the respondents is not aware with the welfare facilities provided by the management.

Chart - 5

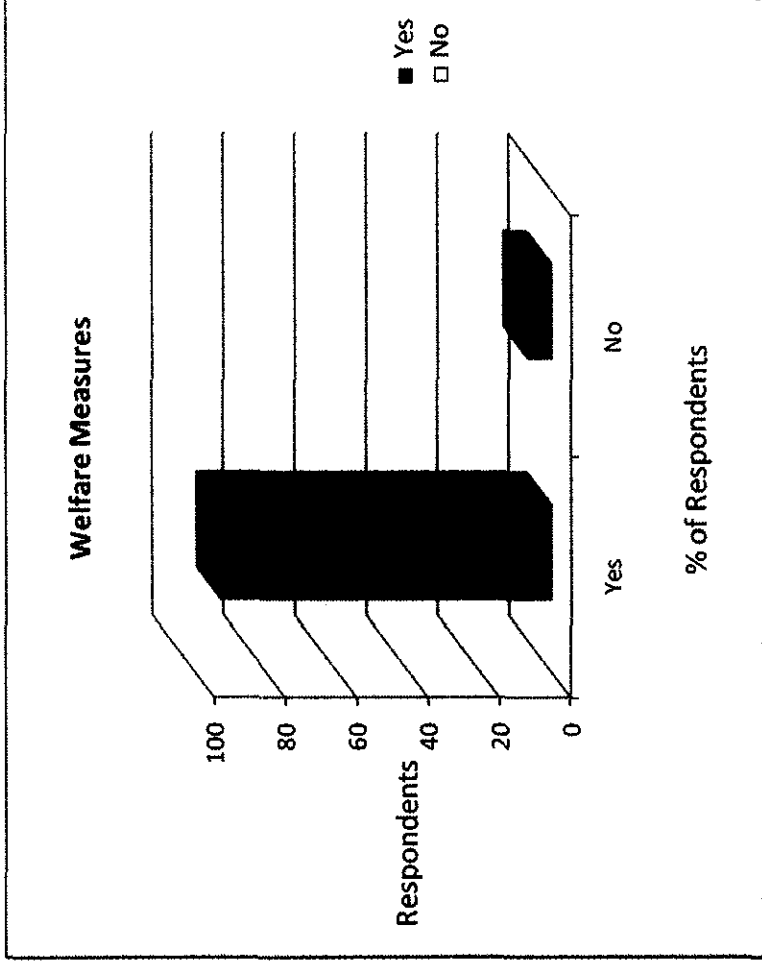


Table – 6

Satisfaction of leave provisions

Respondents	No of Respondents	Percentage
Yes	52	52.0
No	48	48.0
Total	100	100.0

Inference:

The table emphasizes the leave provisions. 52% of the respondents are satisfied with the leave provisions made by the company and the remaining 48% of the respondents are not satisfied with the leave provisions made by the company.

Chart - 6

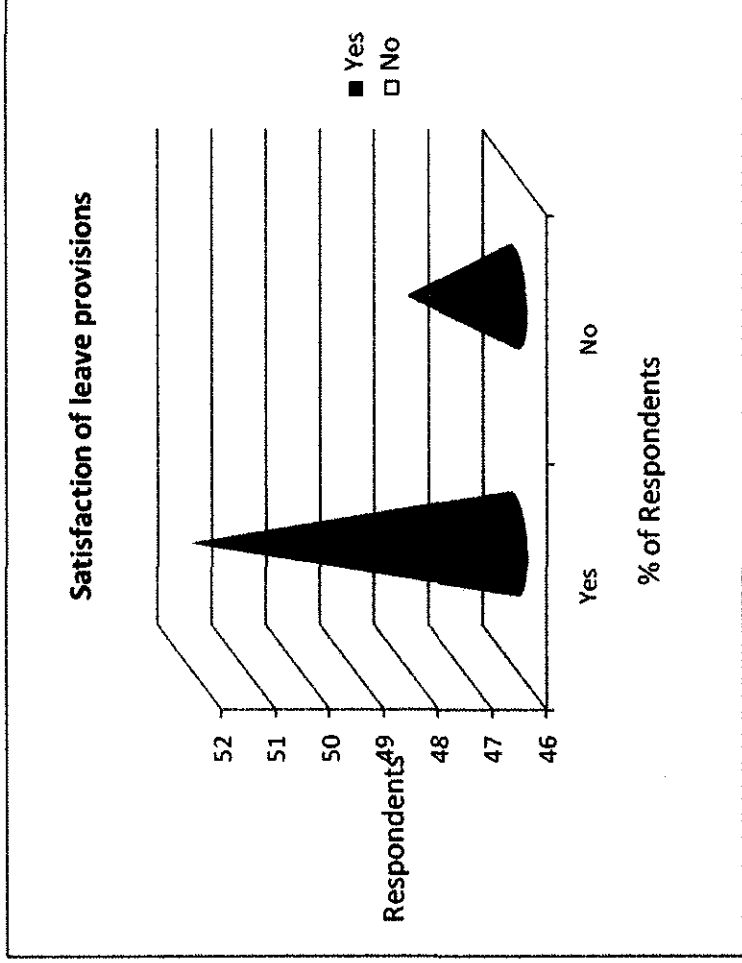


Table – 7

Satisfaction on Welfare Facilities – Rest Room

Respondents	No. of Respondents	Percentage (%)
Highly Satisfied	9	9.0
Satisfied	48	48.0
Neutral	36	36.0
Dissatisfied	7	7.0
Highly Dissatisfied	0	0.0
Total	100	100.0

Inference:

The table emphasizes the satisfaction of the welfare facilities namely rest room. 48% of the respondents are satisfied with the rest room, 36% of the respondents are neutral with the rest room, 9% of the respondents are highly satisfied with the rest room and the remaining 7% of the respondents are dissatisfied with the rest room.

Chart - 7

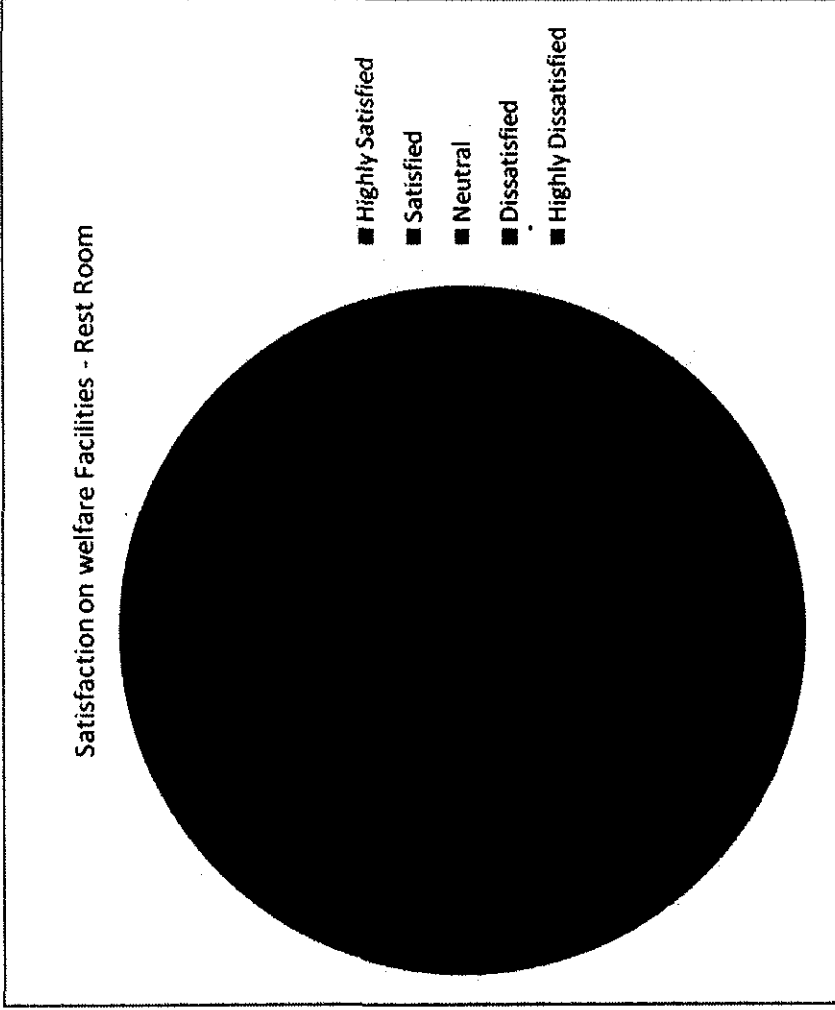


Table – 8

Satisfaction

Respondents	No. of Respondents	Percentage (%)
Highly Satisfied	24	24.0
Satisfied	40	40.0
Neutral	33	33.0
Dissatisfied	3	3.0
Highly Dissatisfied	0	0.0
Total	100	100.0

Inference:

The table emphasizes the satisfaction of the welfare facilities namely first aid box. 40% of the respondents are satisfied with the first aid box available, 33% of the respondents are neutral with the first aid box available, 24% of the respondents are highly satisfied with the first aid box and the remaining 3% of the respondents are dissatisfied with the first aid

Chart – 8

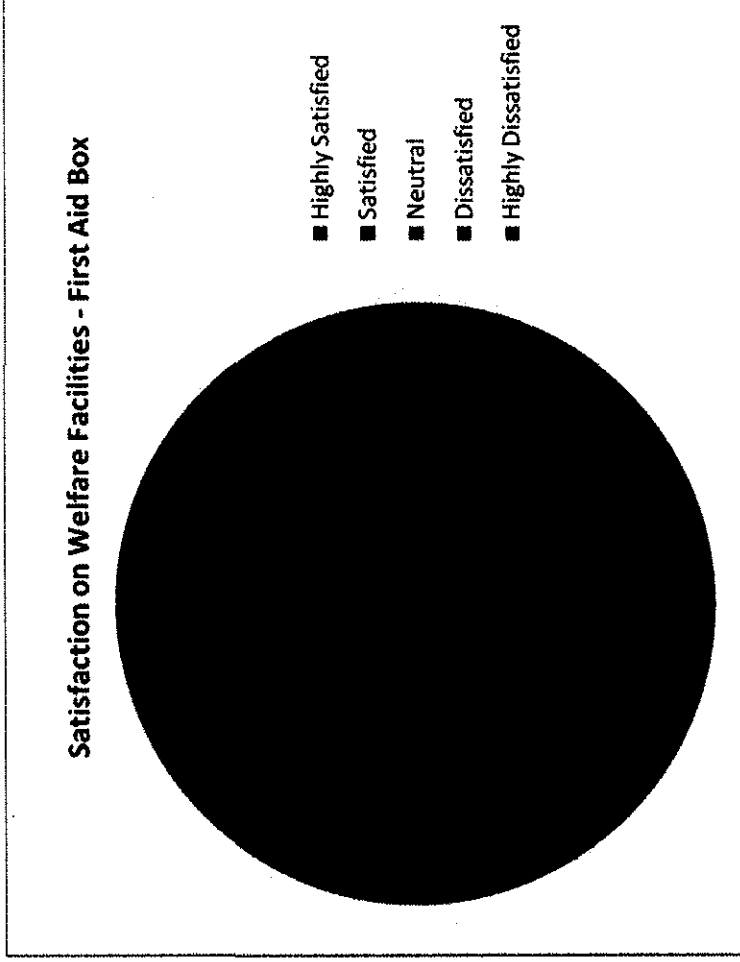


Table – 9

Satisfaction on Welfare Facilities – Toilet

Respondents	No. of Respondents	Percentage (%)
Highly Satisfied	12	12.0
Satisfied	39	39.0
Neutral	27	27.0
Dissatisfied	17	17.0
Highly Dissatisfied	5	5.0
Total	100	100.0

Inference:

The table emphasizes the satisfaction of the welfare facilities namely toilet. 39% of the respondents are satisfied with the toilet, 27% of the respondents are neutral with the toilet, 17% of the respondents are dissatisfied with the toilet and 12% of the respondents are highly satisfied with the toilets and the remaining 5% of the respondents are highly dissatisfied with the toilet.

Chart – 9

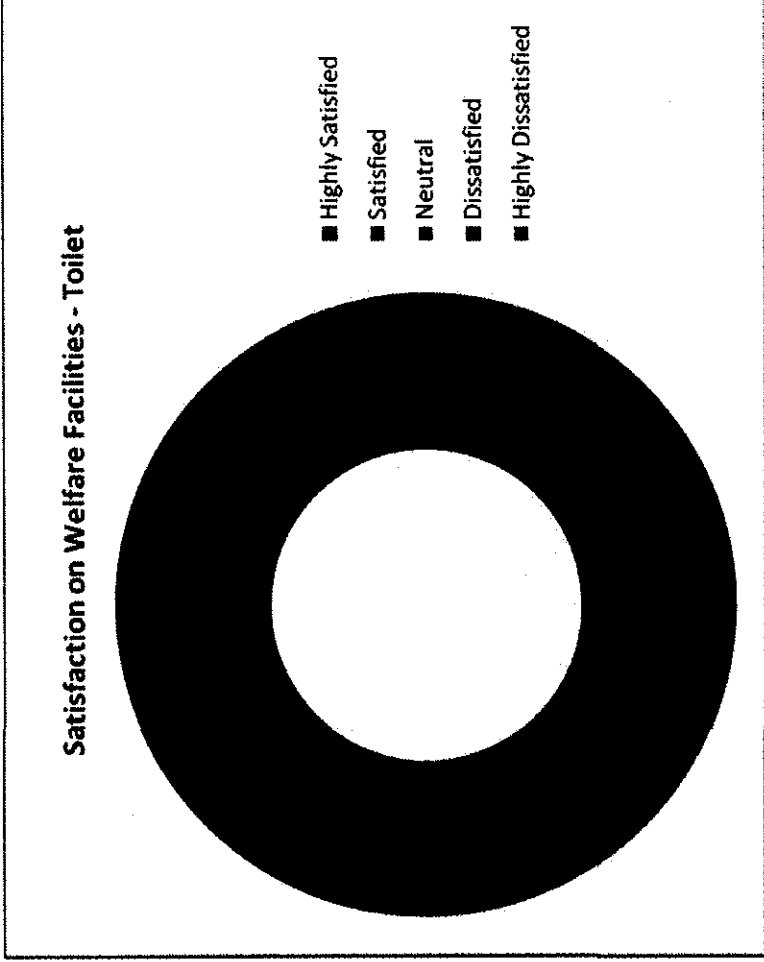


Table – 10

Satisfaction on Welfare Facilities – Drinking Water

Respondents	No. of Respondents	Percentage (%)
Highly Satisfied	26	26.0
Satisfied	30	30.0
Neutral	33	33.0
Dissatisfied	11	11.0
Highly Dissatisfied	0	0.0
Total	100	100.0

Inference:

The table emphasizes the satisfaction of the welfare facilities namely drinking water. 33% of the respondents are neutral with the drinking water, 30% of the respondents are satisfied with the drinking water, 26% of the respondents are highly satisfied with the drinking water and the remaining 11% of the respondents are dissatisfied with the drinking

Chart – 10

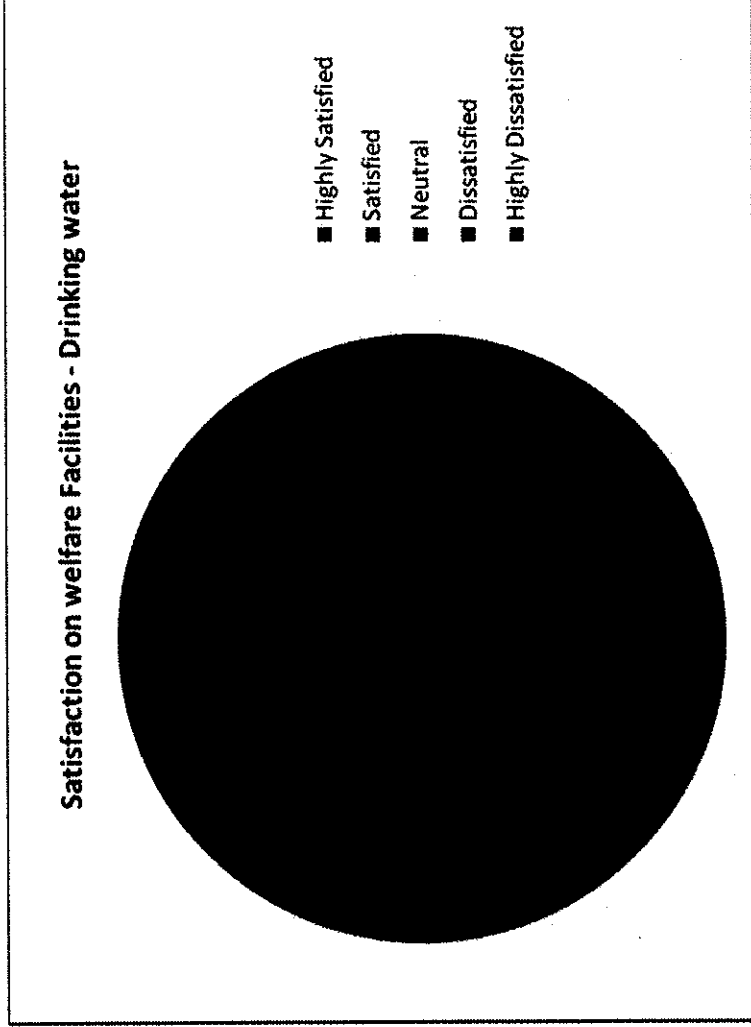


Table – 11

Chi square to find the relationship between the age and awareness facilities

Age/awareness Level	satisfied	Non - Satisfied	Total
Below 20	5	4	9
21 – 30	54	20	74
31 – 40	10	6	16
Above 40	1	0	1
Total	70	30	100

Null hypothesis Ho : There is no significant relationship between the age and welfare facilities.

Alternative Hypothesis H1 : There is significant relationship between the age and welfare facilities.

INFERENCE:

The calculated value (2.063) is lesser than the table value (9.49) for 4 degree of freedom at 5 % level of significance. Hence the null hypothesis is accepted and it is inferred that there is no significant relationship between the age and welfare facilities.

WEIGHTED AVERAGE SCORE ANALYSIS

Average score analysis is mainly used to determine the level of satisfaction of the different category of respondents on the various factors considered for the study. The opinion of the respondents were put under 5 point scaling similar to Likert's Scaling. Score 5 was given to highly satisfied, 4 for satisfied, score 3 for neutral, score 2 for dissatisfied and score 1 for highly dissatisfied. Based on the consolidated opinion of the respondents the level of satisfaction of the different category of respondents was ascertained. The result are given in the following tables with suitable interpretations.

Various facilities	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Weighted		Rank
						Average	Average	
Washing facilities	25	36	10	16	13	3.44	3.44	8
Canteen	22	41	36	4	6	3.69	3.69	2
Store Room	32	19	25	15	9	3.50	3.50	5
First-Aid Boxes	20	40	10	25	5	3.45	3.45	7
Medical Facility	15	33	41	7	4	3.48	3.48	6
Drinking WaterFacilities	35	5	10	8	2	4.03	4.03	1
Crèches	26	29	20	21	4	3.52	3.52	4
Cleanliness	17	35	18	19	11	3.28	3.28	11
Lunch Rooms	19	26	31	13	11	3.29	3.29	10
Toilet Rooms	23	31	21	10	15	3.37	3.37	9
Rest room	30	23	27	17	3	3.60	3.60	3

INFERENCE:

It is found from above table that the drinking water needs to be improved as first preferences should be given to the canteen. Then the second preference should be given to the canteen. The next preferences should be given to rest room.

CHAPTER 5

CONCLUSION

5.1 FINDINGS

From the interpretation it is found that the 78% of respondents are male and remaining 22% of respondents are female. Then 74% of respondents belong to the age group of 31 to 40, 9% of respondents belong to the age group Below 20%, 1% of respondents belong to the age group of 40 and above.

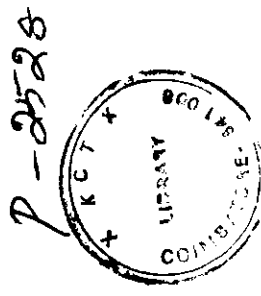
It is found that 41% of the respondent's qualification is school level, 29% of the respondents are Diploma holders, 21% of the respondents are Graduates, 2% of the respondents are Post graduates and the remaining 7% of the respondents belong to illiterates.

Finally the research found that Majority of respondents (99%) are aware with the welfare facilities provided by the management. Majority of respondents (52%) are satisfied with the leave provisions made by the company. Majority of respondents (48%) are satisfied with the restroom. Majority of respondents (40%) are satisfied with the first aid box. Majority of respondents (39%) are satisfied with the toilet. Majority of respondents (33%) are satisfied with drinking water.

5.2 SUGGESTIONS

According to the findings of the study, it is found that the employees have given their opinion as satisfied for various welfare measures provided by the management such as restroom, first-aid facilities, drinking water, toilet, leave provision, medical facilities, etc.

Thus the management of Rajshanthi Spinners should take note of the findings and they should improve some of the welfare facilities provided for the employees, which will fulfil their requirements and also make them to perform their job more effectively.



5.3 CONCLUSION

Employees are the virtual asset of an organization. In order to sustain them for a longer period it is a must for every organisation to provide them with all the welfare measures mentioned here. There is a change which is found to be from machine dominated to human resource practiced approach. This fact makes it necessary that welfare measures which are statutory and voluntary are to be given highest importance irrespective of the industry. Textile industry which plays a crucial role has to take a note of this fact and tune its welfare measures for the betterment of industry and in turn for the country as well.

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INTERNET SOURCE

- www.hr.com
- www.wikipedia.com
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APPENDIX

A STUDY ON THE EMPLOYEES WELFARE MEASURES IN RAJSHANTHI SPINNERS

QUESTIONNAIRE

1. Name :

2. Age(in years): [] < 20 [] 21 – 30 [] 31 – 40 [] > 40

3. Gender : [] Male [] Female

4. Education Qualification : [] School level [] Diploma
[] Graduate [] Post Graduate

5. Department :

6. Designation :

7. Monthly Income(In Rs):

a) <5000 []

b) 5000-10000 []

c) > 10000 []

8. Work Experience in the company :

a) < 5 years []

b) 5 – 10 years []

c) > 10 years []

9. Are you aware of the various Welfare facilities provided by the management?

a) Yes []

b) No []

10. Are you satisfied with your leave facilities?

a) Yes []

b) No []

11. Are you provided with any advances?

a) Yes []

b) No []

12. Tick the following : { Your opinion on the welfare facility provided }

Various Facilities	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Washing facility					
Canteen					
Store room					
First-aid boxes					
Medical facilities					
Drinking water facility					
Crèches					
Cleanliness					
Lunch rooms					
Toilet facilities					
Rest room					

13. Are you satisfied with the welfare measures provided by the management?

a) Yes []

b) No []

14. If you have any suggestions please specify here:

.....

.....

[THANKS FOR YOUR CO-OPERATION]