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## **A STUDY ON LABOUR WELFARE MEASURES OF VELLORE - TRIUANNAMALAI DISTRICT CO-OPERATIVEMILK DAIRY**

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### **1. INTRODUCTION**

Milk is an opaque white fluid secreted by female and mammal for nourishing Young. Milk of cows, buffaloes and the goats are used as food and drink for human by infants as well as old persons. Milk is a complete food. It has minerals, proteins and vitamins. No other foods have such energies as milk. A man can live long by drinking milk alone. Milk is used in making tea, coffee, ice creams, chocolates and sweets. Doctors encourage mothers to feed their babies with breast milk. Breast milk has no substitute. May be due to food Habits, mothers feel that there is no sufficient breast milk available for their babies. So they depend upon milk of the cows, buffaloes, goats and milk powder for their children. In order to supply unadulterated milk to people without and difficulty, the government encourages the formation of co-operative dairy. The first co-operative dairy was set up at Chennai city in the year 1927. The state dairy development department was established in 1958.

The first modern dairy plant with a capacity to handle 50000 liters per day of pasteurized milk was established in the year 1963 at Madhavaram near Chennai with the aid from New Zealand. A dairy to handle 50000 liters of milk per day was set up at Madurai with the assistance of UNICEF in 1967. The state department for dairying stated milk procurement through organized village co-operative in the year 1962. The system consisted of supervised milking at the village level and transport of milk in aluminium cans through hired transport vehicles to chilling plant or directly to the dairy. The farmers were paid on volume basis for the milk. The societies provide loans to the farmers for purchase of milch animals. Under the five year plans of the state Government a number of pasteurization plants were set up in the co-operative sector in major towns. The milk procurement of 15.56 lacks liters per day.

## **2. STATEMENT OF THE PROBLEM**

Man makes everything, without a man nothing is possible. The basic principles of business prescribe 3Ms as vital for an industry viz., man, money and material. Among this 3Ms Man or Human resource are considered as the most important and vital resource. Community of labour contributes much to the success of every organization. Voluntary involvement of the labour force would increase the productivity and minimizes the cost; thereby the aim of the management can be achieved.

To involve the workers in their activities, labour welfare measures were considered as an important tool. Hence it is considered that this study with focus on welfare measures provide by Aavin, Sathuvachari, Vellore. (Vellore District)

## **2. IMPORTANCE OF THE STUDY**

Today the labours / employees part of an organization are given much important by the management and lot of Welfare measures have been included in the companies pay packages, irrespective of the size of the organization.

## **3.OBJECTIVES OF THE STUDY**

The following are the objectives of the study:

- An in-depth study of the Aavin unit at Vellore.
- Steps initiated by Aavin towards the welfare measures for its employees / labours.
- To have an idea of the functional area of Aavin and also to carry out a study on the welfare measures provided in the functional area.

## **4. METHODOLOGY**

To obtain information and data from the labours and management, schedule of questions are used. Out of 406 staff of Aavin unit-Vellore, 40 staff comprising managerial staff 10, supervising staff 10, supporting staff 10 and workers 10 is taken as samples for the study.

## **5. SAMPLING PLAN AND SIZE**

To evaluate the works attitude and their opinion interview schedule was circulated to 40 employees at random basis. The sample constitutes 10% of the total employees, which may be considered as fair representation of the workers.

## **6. DATA ADOPTED**

### **6.1 Primary source of data**

Interview schedule was adopted for collection of primary data among 40 employees and also a personal interview with the managing director.

## 6.2 Secondary source of data

Books, journals, websites, labour law consultant and other supplementary sources were adopted for collection of secondary source.

## 7. SCOPE OF THE STUDY

To have an idea of the workers impression of welfare measures i.e. whether they are satisfied or not, if not reasons thereof.

## 8. LIMITATIONS OF THE STUDY

The following are the limitation during the study:

1. This study limits to forty employees selected at random.
2. Some of the administrative, sales-co-ordinal was also covered.
3. Contract employees are not included.
4. Class IV employees such as sweepers, tea boys, etc., are not covered.

## 9. REVIEW OF LITERATURE

Since 1997, the government has pursued a number of inter-related policies aimed at reforming the welfare system for people of working age getting more people into work and reducing poverty. Joseph Rowntree Foundation research had identified many of the needs of targeted groups and the Foundation has been involved in commenting on reform plans and tracking progress.

Welfare programs have evolved over time and have been replaced as successive Governments have perceived different needs. The recruit major reviews are somewhat surprising given the long entity of the major programs. The old age and invalid pensions originated in 1908 and the unemployment and sickness benefits payments in 1944.

### 1980- The Social Security Review commences from 1986

The social Security Review was established in February 1986 by the then minister for social security the Hon. Brian Howe, MP. The review was founded for two years and was commissioned to develop as long-term perspective on priorities and where needed new directions for income security focusing on three main areas:-

- Income support for families with children
- Social security and workforce issue
- Income support for the aged.

**Peter Saunders** There are several reasons for trying to reduce welfare dependency rates and return more people to economic self-reliance. There are two much stronger reasons for radical reform.

**Arun Monappa** In India, the foundation of modern industry was laid between 1850 and 1970. This was also the period of emergence of the Indian working class. During this period of the

growth of India capitalist enterprises, the working and living conditions of the labour were very poor, and their working hours were long. This was testified by the commission like Indian factory labour commission (1980) and the Royal commission of labour (1931). In addition to the long working, their wages were low and the general economic condition was poor in industry. In order to regulate the working hours and other services condition of Indian textile labours, the Indian factories act was enacted in India.

**A.M.sharma** The necessity of labour welfare is felt all the more in our country because of its developing economy aimed at rapid economic and social development. Royal commission on labour stated the benefits which go under this nomenclature, are of great importance to the workers and which was unable to secure by the employees. The scheme of labour welfare may be regarded as a wise investment, which should and usually does bring a profitable return in the form of greater efficiency.

**C.B.Mamoria and S.Mamoria** Twenty years later the planning commission also realized the importance of labour welfare, when it observed that. In order to get the best out of a worker in the matter of production, working conditions require to be improved to a large extent. The workers should at least have the means and facilities to keep him in a state of health and efficiency.

## **10. PROFILE OF VELLORE - TIRUVANNAMALAI DISTRICT CO-OPERATIVE MILK DAIRY (AAVIN)**

The Vellore – Thiruvannamalai District Co-operative Milk Producers Union is registered in February 1982 in accordance with government policy, the entire dairying activities were taken up by the milk producers union on 1.10.1984. The main objective of the union is to provide remunerative price to the milk producers by arranging assured market throughout the year for the milk produced by them through the primary milk producer Co-operative societies organized.

The union covers both Vellore and Thiruvannamalai district as its area of operation. In order to provide infrastructure facilities to the, dairy co-operative societies, processing facilities have been created at Vellore under operational flood with the, financial assistance of 30% grant by National Dairy Development Board [NDDB]. The union owns one dairy and four chilling centers procuring 2.73 Lacks liters of milk per day on an average from 1003 dairy co-operative societies (DCS). Lay union supplies 2.00 Lacks liters of the metro dairies at Chennai and marketing 0.36 Lacks liters per day locally in sachets at both districts and the balance is sent for conversion.

## **11. ORGANISATION**

The District area operation covers totally 1944 revenue villages, 13 taluks. 39 blocks and 4165 villages in both Vellore and Thiruvannamalai districts. The milk procurement activities are being carried out by 6 teams namely at Vellore , Ambur, Koddakat, Polur, Thiruvannamalai and Cheyyar.

With existing facilities, the union is providing animal health cover once a week to 564 Dairy

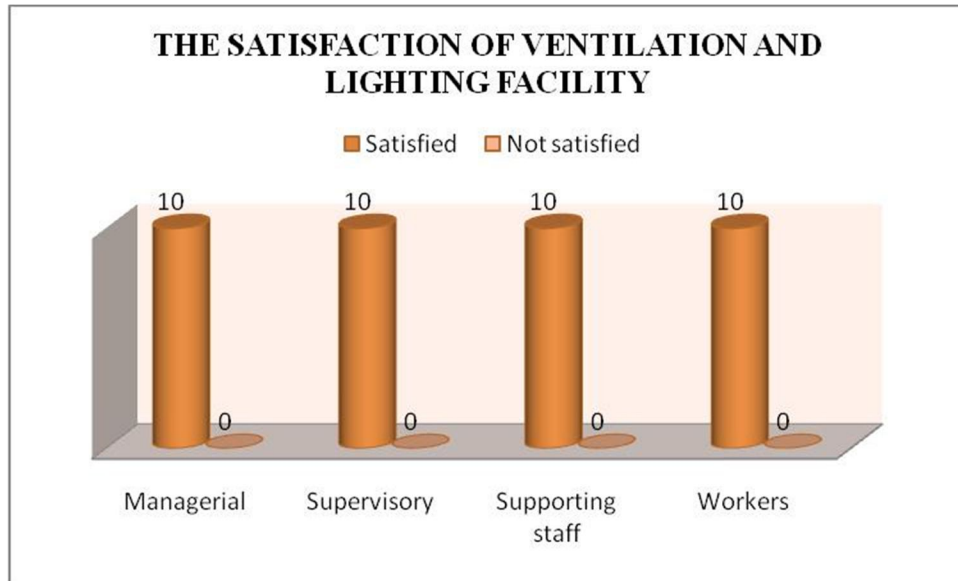
Co-Operative Societies (DCS) through 9 veterinary routes. AI facilities to 305 DCS and foot & mouth disease vaccination programs are being carried periodically.

**12. ANALYSIS AND INTERPRETATION OF DATA**

**THE SATISFACTION OF VENTILATION AND LIGHTNING FACILITY PROVIDED BY AAVIN IN WORKING SPOT**

	Managerial	Supervisory	Supporting staff	Workers	Percentage (%)
Satisfied	10(100%)	10(100%)	10(100%)	10(100%)	40(100%)
Not satisfied	-	-	-	-	-
Total	10(100%)	10(100%)	10(100%)	10(100%)	40(100%)

All the respondents are satisfied by ventilation and lighting facility provide by Aavin in working spot.

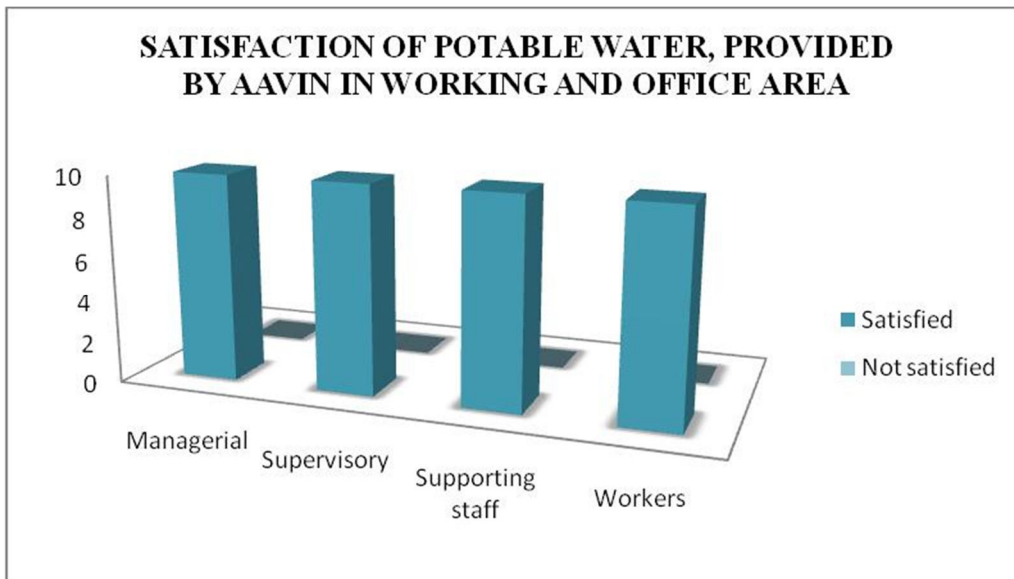


**EMPLOYEES SATISFACTION ON POTABLE WATER, PROVIDED BY AAVIN IN WORKING AND OFFICE AREA.**

	Managerial	Supervisory	Supporting staff	Workers	Percentage (%)
Satisfied	10(100%)	10(100%)	10(100%)	10(100%)	40(100%)
Not satisfied	-	-	-	-	-

Total	10(100%)	10(100%)	10(100%)	10(100%)	40(100%)

All the respondents are satisfied by potable water provide by Aavin in working and office area.



**PERSONS ATTENDED TRAINING CAMP ON FIRST AID**

Training	Managerial	Supervisory	Supporting staff	Workers	Percentage (%)
Attended	2(20%)	8(80%)	10(100%)	5(50%)	25(62.5%)
Not attended	8(80%)	2(20%)	-	5(50%)	15(37.5%)
Total	10	10	10	10	40(100%)

**1. Managerial Employees**

Two (20%) respondents are trained in first aid training. Eight (80%) respondents are not trained in first aid training.

**2. Supervisory Employees**

Eight (80%) respondents are trained in first aid training. Two (20%) respondents are not trained in first aid training.

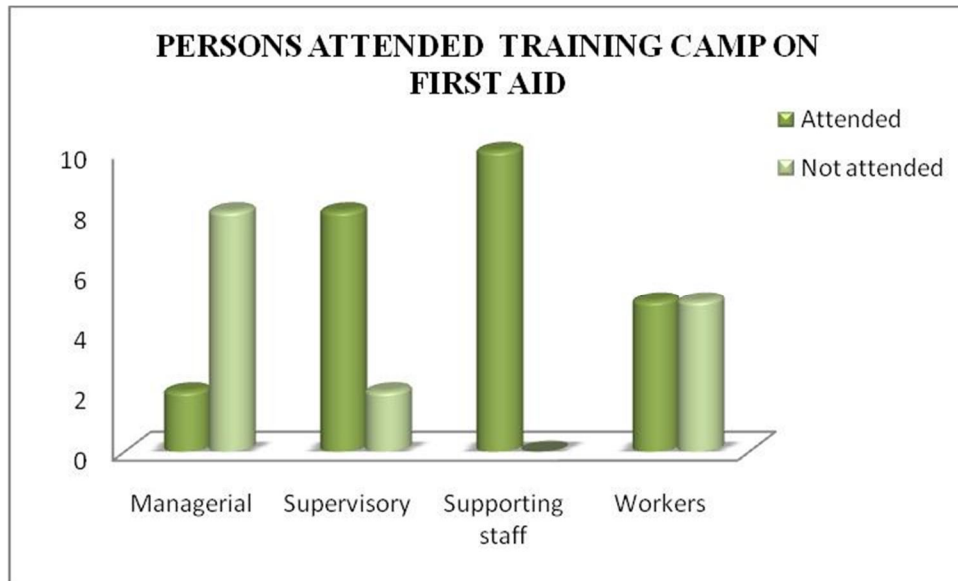
**3. Supporting staff**

Ten (100%) respondents are trained in first aid training.

**4. Workers**

Five (50%) respondents are trained in first aid training. Five (50%) respondents are not trained in first aid training.

Out of 40 samples of employees in Aavin. 25 (62.5%) respondents are trained in first aid training. 15 (37.5%) respondents are not trained in first aid training.



**THE NUMBER OF EMPLOYEES HANDLING MACHINES**

	Managerial	Supervisory	Supporting staff	Workers	Percentage (%)
Not Handle	10(100%)	8(80%)	9(90%)	3(30%)	30(75%)
Handle	-	2(20%)	1(10%)	7(70%)	10(25%)
Total	10	10	10	10	40(100%)

**1. Managerial Employees**

None of the respondents are handling machines in Aavin.

**2. Supervisory Employees**

Eight (80%) respondents are not handled the machinery. Two (20%) respondents are

handled the machinery in Aavin.

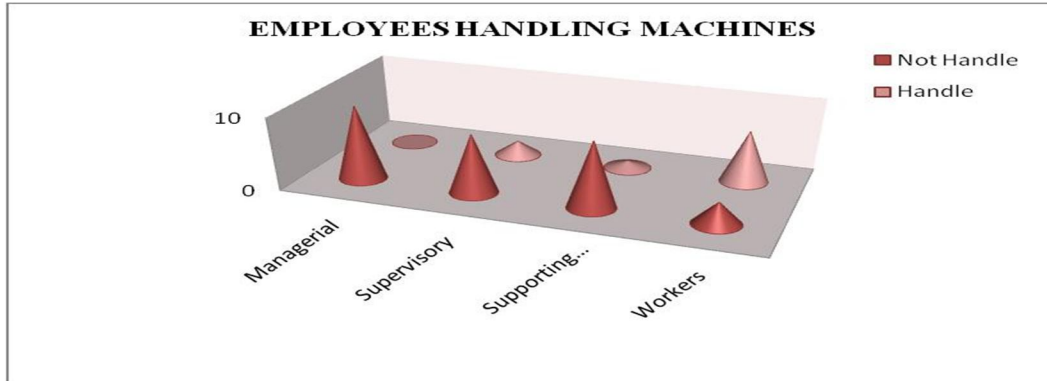
**3. Supporting staff**

Nine (90%) respondents are not handled the machinery. One (10%) respondents are one handled the machinery in Aavin.

**4. Workers**

Three (30%) respondents are not handled the machinery. Seven (70%) respondents are one handled the machinery in Aavin.

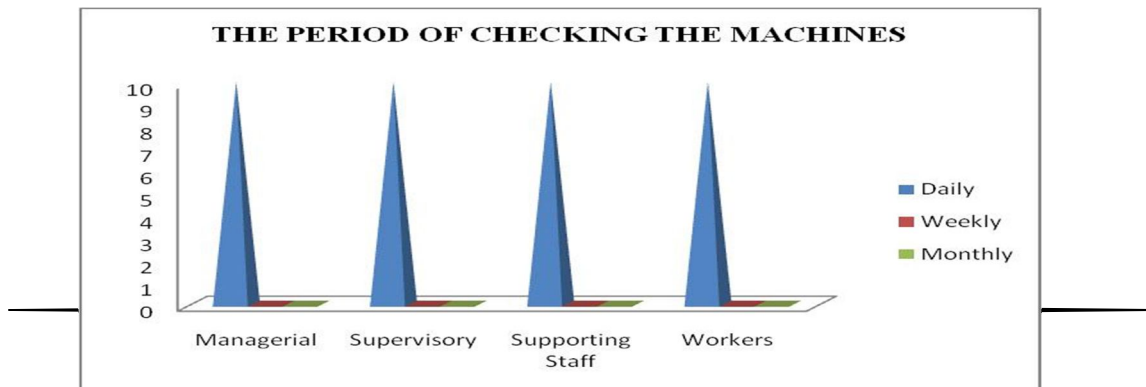
Out of 40 samples of employees in Aavin, Thirty (75%) respondents are not handled the machinery. Ten (25%) respondents are one handled the machinery.



**THE PERIOD OF CHECKING THE MACHINES**

	Managerial	Supervisory	Supporting Staff	Workers	Percentage (%)
Daily	10(100%)	10(100%)	10(100%)	10(100%)	40(100%)
Weekly	-	-	-	-	-
Monthly	-	-	-	-	-
Total	10	10	10	10	40(100%)

From the table we find that all the machines are checked daily. So that to avoid any breakdown during the production.

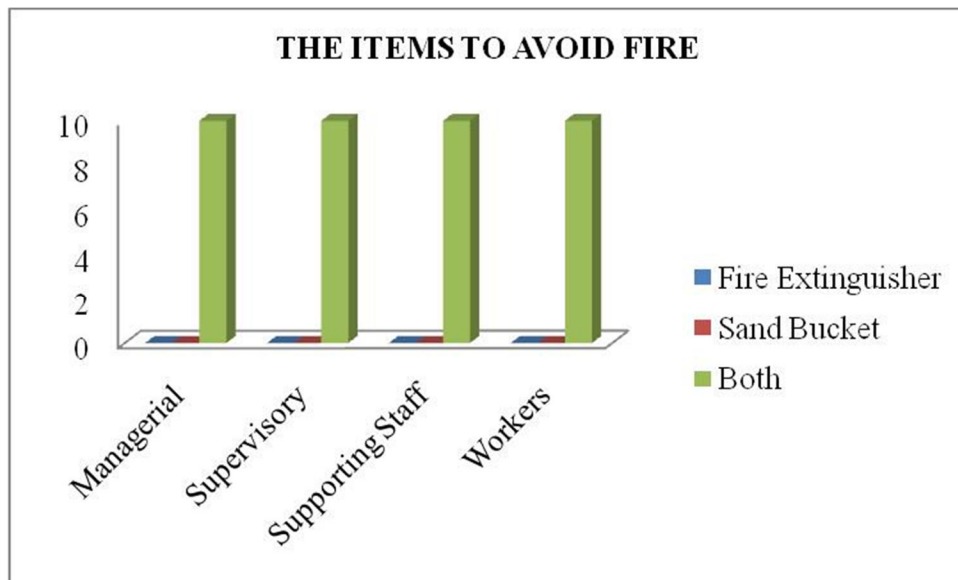




**THE ITEMS TO AVOID FIRE**

	Managerial	Supervisory	Supporting Staff	Workers	Percentage (%)
Fire Extinguisher	-	-	-	-	-
Sand Bucket	-	-	-	-	-
Both	10(100%)	10(100%)	10(100%)	10(100%)	40(100%)
Total	10	10	10	10	40(100%)

From the table it is found that the fire extinguisher, sand bucket and water are readily kept to avoid any fire accident.



**VARIETY OF SAFETY EQUIPMENTS GIVEN BY AAVIN**

S.L.NO	SAFETY EQUIPMENTS	PROVIDED	NOT PROVIDED
1.	Hand gloves		
2.	Helmet		
3.	Shoes		
4.	Mask		
5.	Ear muff		

Hand gloves and shoes are given to all workers, supervisors, the managerial staff and supporting staff are not supplied with those items.

### 13. STATISTICAL ANALYSIS OF WELFARE MEASURES IN AAVIN HYPOTHESIS TESTING

Hypothesis testing begins with an assumption called a hypothesis that make about a population parameter. A hypothesis is a supposition made as a basic for reasoning.

The two hypothesis in a statistical test are normally referred to as:

- 1) Null hypothesis
- 2) Alternative hypothesis

The null hypothesis is a very useful tool in testing the significance of difference.

In its simplest form the hypothesis asserts that there is no real difference in the sample and the population in the particular matters under consideration (Hence the word “Null” which means invalid, void or amounting to nothing) and that the difference found is accidental and unimportant arising out of fluctuations of sampling.

#### TEST APPLIED

To prove the hypothesis testing researcher applied Chi Square test  $\chi^2$  is applied.

#### FORMULA

$$\chi^2 = \sum_{n=1}^n \frac{(O-E)^2}{E}$$

n=1

Where O= Observed frequency

E= Expected frequency

(r-1)(c-1) degrees of freedom

Where, r= Number of rows

C= Number of columns

$\chi^2$  Calculated value is  $>$   $\chi^2$  Table value reject the null hypothesis.

$\chi^2$  Calculated value is  $<$   $\chi^2$  Table value accept the null hypothesis.

## LEVEL OF SIGNIFICANCE

The calculated value of chi-square ( $\chi^2$ ) I compared with the table value of  $\chi^2$  for given degrees of freedom at a certain specified level of significance. It at the stated level (generally 5% level is selected). The calculated value of  $\chi^2$  is more than the table value of  $\chi^2$  the difference between theory and observation is considered to be significant. i.e., it could not have arisen due to fluctuations of simple sampling. If on the other hand the calculated value of  $\chi^2$  is less than the table value, the difference between theory and observation is not considered as significant, i.e., it is regarded due to fluctuations of simple sampling and hence ignored.

### 1. HYPOTHESIS BASED ON SATISFACTION OF THE CANTEEN FACILITIES PROVIDED BY AAVIN

A Null hypothesis is that there is no significant difference on satisfactory level with the canteen facilities provided by Aavin between different types of employees.

#### THE CANTEEN FACILITIES PROVIDED BY AAVIN

	Managerial	Supervisory	Supporting staff	Workers	Total
Satisfied	8	6	7	2	23
Not satisfied	2	4	3	8	17
Total	10	10	10	10	40

O	E	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
8	5.75	2.25	5.0625	0.880435
6	5.75	0.25	0.0625	0.01087
7	5.75	1.25	1.5625	0.271739
2	5.75	-3.75	14.0625	2.445652
2	4.25	-2.25	5.0625	1.191176
4	4.25	-0.25	0.0625	0.014706

3	4.25	-1.25	1.5625	0.367647
8	4.25	3.75	14.0625	3.308824
				<b>8.491049</b>

$\chi^2$  Calculated value is = 8.491  
 The table value of  $\chi^2$  at 5% level = 7.815  
 Degree of freedom = (2-1) (4-1) = 3  
 $\chi^2$  Calculated value is >  $\chi^2$  Table value  
 Hence reject the null hypothesis.

### CONCLUSION

Hence, there is a significant difference on satisfactory level with the canteen facilities provided by Aavin between different types of employees.

### 2. HYPOTHESIS BASED ON SATISFACTION OF EMPLOYEES RELATION WITH MANAGEMENT.

A Null hypothesis is that there is no significant difference on satisfactory level of employees relationship with management in Aavin.

#### EMPLOYEES RELATIONSHIP WITH MANAGEMENT

	Managerial	Supervisory	Supporting staff	Workers	Percentage (%)
Satisfied	10	7	8	5	30
Not satisfied	0	3	2	5	10
Total	10	10	10	10	40

O	E	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
10	7.5	2.5	6.25	0.833333
7	7.5	-0.5	0.25	0.033333
8	7.5	0.5	0.25	0.033333
5	7.5	-2.5	6.25	0.833333

0	2.5	-2.5	6.25	2.5
3	2.5	0.5	0.25	0.1
2	2.5	-0.5	0.25	0.1
5	2.5	2.5	6.25	2.5
				6.933333

$\chi^2$  Calculated value is = 6.933

The table value of  $\chi^2$  at 5% level = 7.815

Degree of freedom = (2-1) (4-1) = 3

$\chi^2$  Calculated value is <  $\chi^2$  table value

Hence accept the null hypothesis.

### 13. CONCLUSION

Hence, there is no significant difference on satisfactory level of employee's relationship with management.

### 14. SUMMARY OF FINDINGS AND CONCLUSION FINDINGS

1. All the departments are cleaning of daily and kept very neat. Wastes are removed then and there so that to keep place clean.
2. Proper ventilation is provided. There by fresh air and sunlight comes into the departments. Electric lights are also provided wherever necessary. All the respondents are satisfied by ventilation and lighting facility provide by Aavin in working spot.
3. Potable water is also provided to workers. All the respondents are satisfied by potable water provide by Aavin in working and office area.
4. Out of 40 samples of employees in Aavin. 25 (62.5%) respondents are trained in first aid procedure. 15 (37.5%) respondents are not trained in first aid training. First aid box are placed at ecessary place.
5. Out of 40 samples of employees in Aavin, Thirty (75%) respondents are not handled the machinery. Ten (25%) respondents are one handled the machinery. Mostly workers are involved in handling of machines. Hence they are supplied with safety instruments. In order to avoid any breakdown during the production all machines are checked daily.
6. To avoid any Fire accident and injury to workers fire extinguisher, sand buckets and water are readily kept to avoid any fire accident.
7. Hand gloves and shoes are given to all workers, supervisors, the managerial staff; supporting staff are not supplied with those items. Helmets, Masks, Earmuff are not supplied to any staff.
8. All the permanent staffs are covered, under welfare schemes and social security scheme. They covered under Employees State Insurance and Employee Provident Fund, Production Incentive Scheme, Family Pension Scheme, Group Insurance, Festival Advances, Attendance

- Bonus, House Rent allowance, Education Allowances, Marriage Allowances, Transportation, Vehicle Advance, Gratuity, refreshments at subsidized Rates, Bonus and Encashment Leave.
9. Out of 40 samples of employees in Aavin, 23 (57.5%) respondents are satisfied. 17 (42.5%) respondents are dissatisfied.
  10. Out of 40 samples of employees in Aavin, 27 (67.5%) respondents are satisfied. 13 (32.5%) respondents are dissatisfied.
  11. To clean face and hands, soaps are supplied to all workers and staff. Towel and shampoo are not provided to anyone.
  12. Out of 40 samples of employees in Aavin, 27 (73%) respondents are preferred general shift. 6 (15%) respondents preferred first shift. 5 (12%) respondents are preferred second shift.
  13. Out of 40 samples of employees in Aavin, 34 (85%) respondents are satisfied with the vehicle parking provided by the Aavin. 6 (15%) respondents are not satisfied with the same.

### **SUGGESTIONS**

- The staffs of Aavin want regular and improved increments of salary; this will include the workers and improve the morale of the staff.
- Proper promotion scheme is to be introduced. This will increase the social status of employees.
- The management may conduct monthly meeting with the employees, to remove any grievance of the employee. Further it will improve employee's relation with management.
  - Shift time, the first shift may start from 6 a.m. instead of 7 a.m, and end at 2 p.m. The second shift may be started at 2 p.m. and ends with 10 p.m. instead of 11 p.m.
- Adequate rest rooms and lunch rooms with basic facilities may be provided.
- Hospital facilities with pre arrangement with private and government hospitals may be provided to staff and their families. An ambulance facility is also provided.
- Housing loan facility should be given to all kinds of employees including class IV employees.

### **CONCLUSION**

The majority of the employees working in Aavin are satisfied with the Labour Welfare Measures. So, they have job satisfaction and this increases efficiency of the employees. If Aavin take the above suggestions into account it can improve the Efficiency, Morale and social status of the employees.

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