

## Labour Welfare At India Impex Logistics Pvt Ltd

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### ABSTRACT

The main aim of labour welfare is to provide welfare facilities and amenities as would enable the workers employed in industries (or) factories to perform their work in health and high moral. The Labour welfare activity of organization is providing maximum motivation to the labour by providing several labour benefits and welfare activities by which the labours are feeling happy to work within the organization.

The study was conducted at INDIA IMPEX LOGISTICS PVT LTD.

- To understand how the labour welfare facilities helps them for their improvement.
- To analyze the problem with the current welfare measures procedures and suggest appropriate recommendations for the same.
- The simple random sampling Was adopted for the sample size 22.
- The primary data was collected through questionnaires .
- The secondary data's are collected from websites and books .
- Percentage analysis and chi Square tools were used for analyzing the collected data. With the help of the result ,we can identify the problem if any and find the solution for it.

**Keywords:** Labour welfare, Motivation, Employees, Organization.

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### INTRODUCTION OF WELFARE MEASUREMENT:

The term "employee" and "labour" is used interchangeably in the study unit. In this study employee welfare refers to labour welfare. Efficiency of the workforce is directly and indirectly linked with the conditions and environment under which they are required to work. Even the most sincere employee cannot contribute his productivity is bound to increase when he is comfortable at the workplace and he is conscious of the welfare amenities.

If he is forced to work in inadequate light conditions or polluted air conditions, his output potential will decline. Overacting of the environment are worse than under heating although both are expensive in terms of decline in output since respiratory ailments would be caused by both the conditions.

### OBJECTIVES OF THE STUDY

**Primary Objective:**

To study the Employee welfare facilities provided to the employees in INDIA IMPEX LOGISTICS PVT LTD.

**Secondary Objectives:**

- To identify the level of satisfaction of basic facilities provided to the employees.
- To find out the satisfaction of employees working conditions.
- To understand how the employee welfare facilities helps them for their improvement.
- To analyze the problem with the current welfare measures procedures and suggest appropriate recommendations for the same.

**SCOPE OF THE STUDY**

The study is done mainly to know the employee welfare measures that are practiced in indiaimpex logistics. It focuses mainly on the special welfare measures which are provided in the indiaimpex logistics. The study mainly provides on the information on the specific areas like incentives, special welfare measures & other schemes provided for employees in indiaimpex logistics. The study further focuses on the relationship between the welfare measures & the productivity level in indiaimpex logistics.

**LOGISTICS – GLOBAL VIEW:**

Global Logistics Industry includes all activities of the supply chain such as transportation, customer service, inventory management, flow of information and order processing. Other activities of the supply chain are warehousing, material handling, purchasing, packaging, information dissemination and maintenance among others. The Logistics market in terms of revenue was valued at US\$ 8185.46 billion in 2015 and is expected to reach US\$15522.02 billion by 2023, growing at a CAGR of 7.5% from 2015 to 2024. The market in terms of volume was valued at 54.69 billion tons in 2015 and is expected to reach 92.10 billion tons by 2024 growing at a CAGR of 6% from 2016 to 2024.<sup>1</sup>

<sup>1</sup>Transparency Market Research "Logistics Market - Global Industry Analysis, Size, Share, Growth, Trends and Forecast, 2016 – 2024"

The Global Logistics Industry in 2017 is equally subject to global geo political machinations but that apart countless disruptions threaten to tip the balance of global trade as we knew it.

**These could be stated as follows: -**

- Robotics, automation, 3D/4D printing will offset low cost manufacturing advantages.
- Rampant protectionism favours localisation and also sustainability.
- Digitalisation and demand driven logistics are pushing supply chains closer to demand.
- Middle class growth in developing markets is altering supply demand dynamics.
- Global E Commerce will challenge traditional borders and boundaries.

**REVIEW OF LITRERATURE**

Welfare is a concept referring to a state of living of an individual or a group in a desirable relationship with the total environment – technological, economic and social. the term Lab

our means any productive activity of employees and the term “welfare” is derived from the French phrase “welfare” which means to fare well **memoria 2002**.

The term welfare is mean by happiness well being or prosperity [**vanaja and rajmohan 2003**]. The phrase labour welfare means the better ways to promote the physical social psychological and general well being of the employees working population. Employee’s welfare is a part of social welfare conceptually and operationally. it covers a broad field and suggest many ideas meaning and connotation such as the state of well being health happiness satisfaction and the conservation and development of human resources

**Lalitha and Priyanka, (2014)** has conducted a study on “Employee welfare measures with reference to IT industry”. The study identifies the employee welfare measures adopted in IT industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it, or leaving it. People are entitled to be treated as full human beings with personal needs, hopes and anxieties.

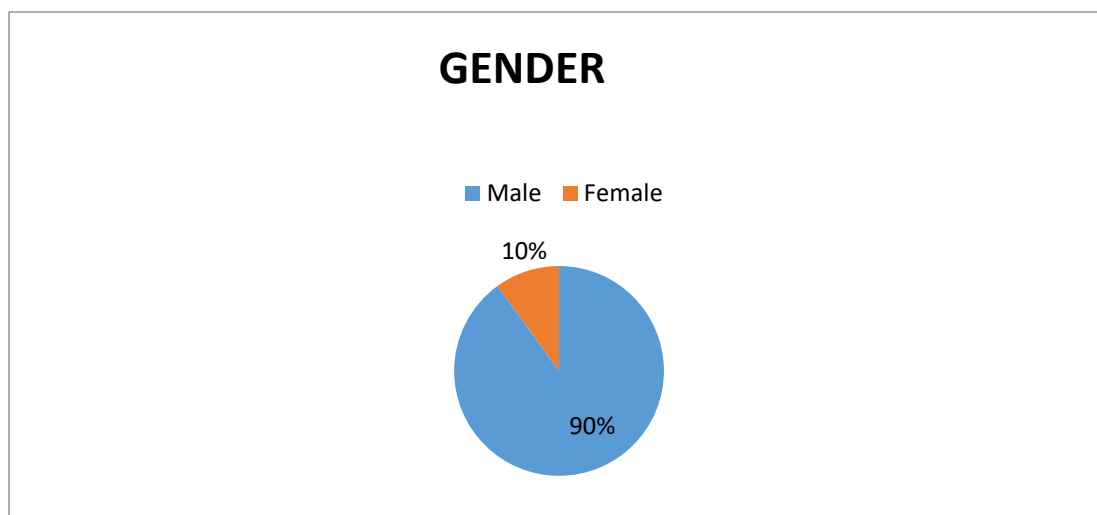
### RESEARCH METHODOLOGY

<b>Type of Research Design</b>	: Descriptive Research
<b>Population Size</b>	: 120 Employees
<b>Sample Size</b>	: 100 Employees
<b>Types of data</b>	: a) Primary data : b) Secondary data
<b>Data Collection Instrument</b>	: Questionnaire
<b>Data Collection Method</b>	: Survey Method and google forms
<b>Sampling Technique</b>	: Convenience Sampling
<b>Statistical Tool for analysis</b>	: SIMPLE PERCENTAGE ANALYSIS.
<b>Percentage Analysis</b>	

**TABLE No. 1 CLASSIFICATION BASED ON GENDER**

S. No	Particulars ( Gender)	% of Respondents
1	Male	90
2	Female	10
<b>Total</b>		<b>100</b>

**CHART No. 1 CLASSIFICATION BASED ON GENDER**



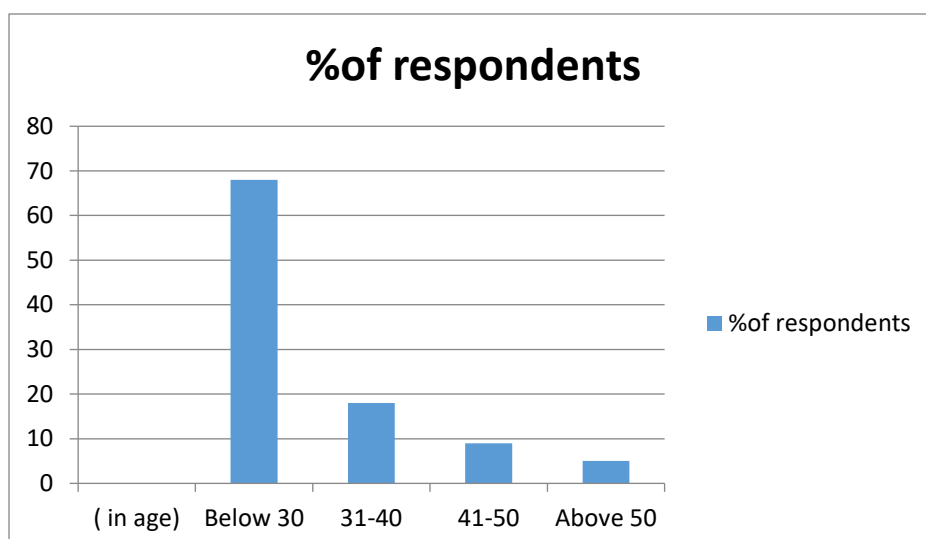
#### INTERPRETATION

It is inferred from the above table that, 90% of the respondents are male and 10% of the respondents are female

**TABLE No. 2 AGE GROUP CLASSIFICATION**

S.No	Particulars ( in age)	%of respondents
1	Below 30	68
2	31-40	18
3	41-50	9
4	Above 50	5
	Total	100

**CHART NO : 2 AGE GROUP CLASSIFICATION**



### INTERPRETATION

It is inferred from the above table that, 68% of the respondents are below 30, 18% of the respondents are 31-40, 9% of the respondents are 41-50, and 5% of the respondents are above 50.

### CHI SQUARE TEST

#### Null hypothesis (H0):

There is no significant relationship between the comfortable in job and security facility.

#### Alternative hypothesis (H1):

There is a significant relationship between the comfortable in job and security facility.

Observed Frequency (O)	Expected Frequency (E)	(O-E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
10	8.5	1.5	2.25	0.26
6	5.5	0.5	0.25	0.04
4	4	0	0	0
1	2	-1	1	0.5
1	2	-1	1	0.5
7	8.5	-1.5	2.25	0.26
5	5.5	-0.5	0.25	0.04
4	4	0	0	0
3	2	1	1	0.5

3	2	1	1	0.5
			<b>Total</b>	<b>2.6</b>

Degree of freedom =  $(r-1)*(c-1)$

$$= (2-1)*(5-1)$$

$$= 4$$

Level of significant=5%

**Calculation:**

$$\chi^2 = \chi^2 0.005$$

$$2.6=9.488$$

$$2.6<9.488$$

**RESULT:**

Since the table value is greater than the calculated value, we accept null hypothesis. So that there is no significant relationship between comfortable in job and security facility.

**FINDINGS OF THE STUDY**

- 90% of the respondents are gender male and 10% of the respondents are female.
- 68% of the respondents are below 30 age group.
- 50% of the respondents are qualified belonging to UG.
- 59% of the Respondents have income between Rs 8001-10000.
- 55% of the Respondents are 1-2years experience.
- 36% of the Respondents said that working environmental Extremely motivating.
- 69% of the Respondents are highly satisfied with the working conditions.
- 46% of the Respondents strongly agreed with the working time.
- 37% of the Respondents are refreshment program strongly agree.

**SUGGESTIONS**

- Workload of the employees may be allotted properly with equal balance and the importance of work..
- The company employer has to improve in maintaining good relationship with all the employees with equal consideration and the senior officers should maintain a good relationship with their subordinates, even though it is found average.
- To increase the level of motivation the has to provide non-monitory incentives for the employees should interact with the subordinates.

- Further the company may conduct frequent health promotional programmes like medical checkups, health awareness programmes etc. In addition, the company can plan actual service to the employee's family members,
- Monthly employee conference may be held to discuss the problems of the previous month & programmes of the previous month.

## **CONCLUSION**

This study titled "A STUDY ON EMPLOYEES WELFARE MEASURES AT INDIA IMPEX LOGISTICS PVT LTD" Welfare measures are important to all employees in an organization. Non-statutory benefits should be increased, which in return will increase the productivity of the employees. The study is concluded that India Impex Logistics Pvt Ltd is providing all statutory benefits and also non statutory benefits. Employees were satisfied with all welfare measures, but it may consider providing some extra benefits like education to the children of the employees. The management can play a more concerted role in safety and accident prevention program and in arousing safety consciousness. Safety has to become a habit with the employers and workers instead of remaining a mere ritual.

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- ✧ <https://indiancompanies.in>
- ✧ [www.hrmarketer.com](http://www.hrmarketer.com)