ABSTRACT

Shivamrut Dudh Uthpadak Sahakari Sangh Maryadit provides employment opportunities to the farmers & their family. Labour welfare is the measures which aims at promoting the physical, psychological and general well-being of the working class population. It converts all natural resources or raw material into valuable wealth. To some it is the prime basic condition for all human existence and so one can always say that "labour created man himself. History & growth of labour welfare facilities the origin of labour welfare. Labour welfare on India before the First World War was one humanitarian basic by costlier who made efforts to improve the condition of workless life. All these facilities were stopped during & after First World War. This industrial unrest brought unemployment & poverty so govt. promotes itself to take active market in the labour welfare. 

Keywords: Labour Welfare

INTRODUCTION

Labour plays an important role in the industrial production industry is the perfect example of where one can find the meaning of five M's i.e. money, material, machine, man & method. Which come together to achieve common goal. India being under developed country has been paying more attention towards the welfare, labour is the source of all wealth & economy assets the meaning of labour welfare is the measures which aims at promoting the physical, psychological and general well being of the working class population.

It converts all natural resources or raw material into valuable wealth to some it is the prime basic condition for all human existence and so one can always say that "labour created man himself. History & growth of labour welfare facilities the origin of labour welfare. Labour welfare on India before the First World War was one humanitarian basic by costlier who made efforts to improve the condition of workless life. All these facilities were stopped during & after First World War.

This industrial unrest brought unemployment & poverty so govt. promotes itself to take active market in the labour welfare. Till Second World War there was a great progress in the field of labour welfare but it was not sufficient as per resource availability.

HYPOTHESIS

The main aim behind selecting this topic is to suggest the employees of every organisation to provide more attention towards the employees. Looking after the welfare of workers help to motivate them & hence results in harmonious relations which lead to increase in quality & quantity of the product. Workers at last are the real assets of each and every organisation. In any country let it be fully developed or underdeveloped if man is neglected development is not taken place. The basic difference between these two is developed countries pay more attention towards. Need of common man than the
underdeveloped countries. Thus looking after the welfare or labours help the country to developed in Industrial field.

RESEARCH METHODOLOGY

Necessity for Research Methodology
The importance of research methodology became necessary because

1. Today's business world.
2. Operate in world of uncertainly operate
3. Operate for survival.
4. Has increases competition & growth.

Importance of Research Methodology

1. It reduces risk.
2. Gives systematic information.
3. Helps in taking sound decision in correct time.
4. Sound decision making.

Source of Data Collection
The research is most important job for a researcher because it should be accurate adequate and unbased data collection technique should be define as questionnaire, interview, case study and observation study.

These are mainly the sauce of data collection. These are as follows:

I] Primary source of data
1. Researcher himself collects primary data he uses following sources
   1. Case study
   2. Direct & personal observation
   3. Interview method.
   4. Local sources
   5. Questionnaire method

II] Second source of data.
1. The information is collected indirectly it is collected from two types of sources
   1. Personal document i.e. diaries, letters etc.
   2. Public document i.e. books, records reports, newspapers etc.

Methodology
To understand welfare activities provided by Shivamrut Dudh Utpadak Sangh study was carried out in following steps,

First step:- To study the welfare activities in shivamrut dudh utpadak co-op ltd. Akluj. It was necessary to collect general information of organization such as history, products, strength, turnover and functional structure of the company.

Second step:- In the study of welfare activities it was mandatory to know thoroughly about various welfare activities as per factory act.
Third step:- There is a need of interaction with the management to know about statutory facilities and also employees view regarding facilities as per factory act 1948.

Fourth step:- In this steps the part of study to various information regarding non-statutory welfare activities provided by company.

Fifth step:- In this part of study to collect information regarding workers health and provisions provided by company.

Sixth step:- In this step working views were collected regarding their suggestions.

**Observation**

Management of Shlvmrut Dudh Utpadak Co-op Ltd. has given their views on welfare activities to their workers Shlvmrut has provided the labours with following

Non-statutory facilities

Management is producing following allowances to their staff and workers

1. Medical allowances
2. House rent allowances
3. Leave travel allowances
4. Housing facilities.

In the company management is fully satisfied non-statutory and statutory facilities and getting good co operation from the workers.

**Statutory Facilities**

Manager in the personal and administration is looking for welfare and discipline in the factory it is found good co-operation and co-ordination among workers the facilities provided by the company to the labour is satisfying.

As every individual has different opinion, hence they gave different views on welfare activities provided by the company.

- Cleanliness
- Ventilation & temperature
- Drinking water
- Latrine & Urinals
- Restroom
- Lighting
- First aid box
- Spittoons

**FINDINGS**

During my work at Shivamrut Dudh Utpadak Co-op Ltd. the information was gathered with the help of questionnaire and also exact idea about the labour welfare facilities the questionnaire put to the responder were simple and answers were In "yes" and "no". The company has got very good status and identification in the field of industrial region. The interpersonal relationship among employees and managerial staff are cordial and much beyond the expectation. The reward and incentive schemes implemented in the company incite employees for the better productivity. As the employees feel
themselves full secured which avoids absenteeism. Safety awareness is created among the employees. The company has got its own man power development plant which keeps the Employee continuously motivated towards thee work and it also increase the skill of worker working at shop floor. The labour welfare facilities provided in the company are very adequate in nature as the moral of employees are very high.

SUGGESTIONS AND RECOMMENDATIONS

Though treatment facilities are provided to the workers of Shivamrut Dudh Utpadak Co-op Ltd. however workers are also satisfied with present welfare activities but still need to extend the level of excellency.

Following points are suggested for improvement of the company provide canteen facilities and transport facilities for those employers who are residing in akluj area for their convenience. This will save a lot of time of the workers thus adding unto the production time of the workers.

The company provided housing loan which is not adequate to meet present requirements of workers. The company should introduce the scheme to the children of workers acquiring higher education, medical facilities in company requires improvements, if the company has a paid doctor who can regularly examine employees their family members suggestions scheme needs to improve and the workers should awarded for valuable suggestions.

CONCLUSION

Shivamrut Dudh Utpadak Sangh Ltd. is known for its harmonious relations and for the welfare facilities to the workers. I got adequate opportunity for study of welfare activities undertaken by this company; there are very efficient personals and administration staff who always study the needs of the workers. It is a frailty of the personal dept. Company is making higher turnover every year.

Its workers clearly indicate that they are happy form the welfare measures. Company offers various statutory and non-statutory welfare activities to the workers. The co-operation between workers and management is good.

I have study the functions of personnel management in welfare activities. Since the subject is very vast it is not possible to cover all aspects in short span of time. Shivamrut Dudh Utpadak Sahakari Co-op Ltd. Akluj believes growth of workers is linked with growth of company.

REFERENCES


