

A Study on Labour Welfare on Pooja Gowtham Trading Company, at Theni District

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ABSTRACT—

This study examines labour welfare practices at Pooja Gowtham Trading Company, Theni district, with emphasis on employee well-being, job satisfaction, and organizational performance. Primary data were collected from employees through structured questionnaires, supported by secondary sources such as company records and relevant literature. The study evaluates key welfare measures including working conditions, safety provisions, health facilities, wages, and work-life balance. Statistical tools such as percentage analysis and chi-square tests were applied to identify relationships between welfare initiatives and employee satisfaction levels. Findings indicate that effective welfare measures contribute to improved morale, reduced absenteeism, and enhanced productivity. However, gaps exist in areas such as equal access to benefits and awareness of welfare schemes. The study concludes that strengthening labour welfare policies and ensuring proper implementation can significantly improve employee satisfaction and organizational efficiency. Recommendations are provided to enhance existing welfare measures and promote a supportive work environment.

Keywords: Labour Welfare, Employee Satisfaction, Working Conditions, Occupational Health and Safety, Work-Life Balance, Organizational Performance, Employee Well-being.

1.INTRODUCTION

Labour welfare refers to the services, facilities, and amenities provided to employees for improving their working conditions, efficiency, and overall well-being. It includes both statutory and non-statutory measures such as health services, safety provisions, sanitation, rest facilities, and social security benefits. Effective labour welfare practices contribute to higher employee morale, reduced absenteeism, and increased productivity.

In the present competitive environment, organizations recognize labour welfare as a critical factor influencing employee satisfaction and organizational success. Proper implementation of welfare measures ensures a healthy work environment and promotes positive employer–employee relationships. This study focuses on analysing the labour welfare measures adopted by Pooja Gowtham Trading Company, Theni district. It examines the level of employee satisfaction towards these welfare initiatives and evaluates their impact on performance and work-life balance. The study also identifies gaps in existing welfare practices and provides recommendations for improvement to enhance overall organizational efficiency.

OVERVIEW OF THE CARDAMOM INDUSTRY

Cardamom is one of the most valuable and widely used spices in the world and is often referred to as the “Queen of Spices.” It is mainly cultivated in tropical regions with high rainfall and suitable climatic conditions. In India, cardamom is primarily grown in the Western Ghats regions of Kerala, Karnataka, and Tamil Nadu. The spice has a high demand in both domestic and international markets due to its unique flavor, aroma, and medicinal properties. The cardamom industry plays an important role in the agricultural economy of India.

It contributes significantly to spice exports and provides employment opportunities to thousands of workers involved in plantation, harvesting, processing, and marketing activities. Cardamom cultivation requires continuous care and labour at different stages such as planting, irrigation, fertilization, harvesting, drying, grading, and packaging. Because of these labour-intensive activities, the industry largely depends on the availability and efficiency of workers.

Cardamom plantations are usually located in hilly and forest regions, where workers often face difficult working conditions. They perform physically demanding tasks such as picking cardamom pods, carrying loads, and working in humid environments. Due to these challenging conditions, it becomes essential for cardamom companies to provide proper labour welfare measures to ensure the health, safety, and well-being of their employees.

IMPORTANCE OF LABOUR WELFARE IN POOJA GOWTHAM TRADING COMPANY

Labour welfare plays a very important role in cardamom companies because the industry mainly depends on the physical effort and efficiency of workers. Cardamom cultivation and processing involve many labor-intensive activities such as planting, harvesting, drying, grading, and packaging. Since these tasks require continuous manual work, providing proper welfare facilities to workers is essential for maintaining their health, motivation, and productivity.

In cardamom plantations, workers often work in hilly areas and humid climatic conditions. They may face problems such as physical strain, exposure to insects, and long working hours. Therefore, labour welfare measures such as medical facilities, safe drinking water, sanitation, rest shelters, and protective equipment are necessary to ensure the well-being of workers. These facilities help in reducing health problems and workplace accidents. Labour welfare also helps in improving the morale and job satisfaction of employees. When workers feel that the pooja Gowtham trading company cares about their welfare and safety, they develop a positive attitude toward their work. This increases their motivation and encourages them to perform their duties more efficiently. As a result, the overall productivity and quality of work in the pooja Gowtham trading company improve.

Another important benefit of labour welfare is the reduction of absenteeism and labour turnover. Workers who receive proper welfare facilities are more likely to remain loyal to the organization. This helps the pooja Gowtham trading company maintain a stable workforce and reduces the cost of recruiting and training new employees.

Moreover, labour welfare promotes good relationships between employers and employees. It creates a healthy and cooperative working environment within the organization. Such a positive relationship helps in avoiding conflicts and ensures smooth functioning of the pooja Gowtham trading company.

Therefore, labour welfare is not only beneficial for workers but also for the organization. By providing adequate welfare facilities, cardamom companies can improve worker satisfaction, increase productivity, and achieve long-term growth and success.

STATEMENT OF THE PROBLEM

- Labour welfare measures are essential for ensuring employee satisfaction and organizational efficiency.
- Inadequate or poorly implemented welfare practices lead to low morale, absenteeism, and reduced productivity.
- Employees may not have equal access to welfare benefits, causing dissatisfaction.
- Lack of awareness regarding available welfare schemes affects utilization.
- Ineffective welfare policies create imbalance between employee expectations and organizational support.

II.OBJECTIVE OF THE STUDY:

- To study the labour welfare measures provided in the cardamom Pooja Gowtham Trading Company.
- To know the working conditions of labour in Pooja Gowtham Trading Company.
- To understand the satisfaction level of workers regarding welfare facilities.
- To identify problems faced by workers related to welfare measures.
- To study the relationship between the labour welfare and performance of the employee.

NEED OF THE STUDY:

The researcher has considered this study necessary as employee welfare practices are directly associated with the performance of employees in the organization. Employees possess specific expectations regarding welfare facilities, and the fulfilment of these expectations depends on how effectively the organization provides a supportive and healthy work environment. Employee welfare creates conditions that influence satisfaction, motivation, and efficiency at work.

Welfare measures contribute to improving job satisfaction, reducing stress, and maintaining work-life balance. In Pooja Gowtham Trading Company, Theni district, evaluating the existing welfare practices is essential to understand their effectiveness and impact on employee performance. A positive welfare system enhances employee morale, reduces absenteeism, and increases productivity.

SCOPE OF THE STUDY:

- The study focuses on labour welfare practices implemented in Pooja Gowtham Trading Company, Theni district. It is essential to examine and understand the welfare measures provided to employees within the organization.
- It analyses the availability of welfare facilities such as basic amenities, safety provisions, and health-related measures, along with employee attitudes towards these practices and their work environment.
- The study emphasizes how effective implementation of labour welfare measures contributes to employee well-being, job satisfaction, productivity, reduced absenteeism, and improved organizational performance.
- The scope is confined to employees of Pooja Gowtham Trading Company and does not extend to other organizations in the cardamom trading sector.

RESEARCH DESIGN:

The research designs constitute the blue print for the collection, measurement and analysis of data. There are types of research design; they are exploratory research design, experimental research design and describe and diagnostic research design. The research had adopted descriptive research design for the study.

SAMPLE DESIGN

A sample is a subset from the total population. A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e) the size of the sample.

POPULATION FRAME:

This includes the list of 120 respondents out of 250 Population.

SAMPLING METHOD:

Sampling method utilized was simple random sampling was adopted.

III.RESEARCH METHODOLOGY:

The Researcher has chosen the questionnaire methods of data collection due to limited time in hand. While the designing data-collection procedure, adequate safeguards against bias and unreliability must be ensured. Researcher has examined the collected data for completeness, comprehensibility, consistently and reliability.

Researcher has also gathered secondary data which have already been collected and analyzed by someone else. He got various information from journals, historical documents, magazines and report prepared by the other researchers. For the present piece of research the investor has used the following methods:

- Questionnaire
- Interview
- Observation

METHOD OF THE DATA COLLECTION

A descriptive research was undertaken to the study of the problem. The study is descriptive in nature. Descriptive research is those which are concerned with describing the characteristics of a particular individual of a group. The descriptive research describes the demographic the characteristic of the respondents and is typical concern with determining frequency with something occurs how the variables vary together.

Sources of Data:

Primary Data

It was collected through questionnaire further this data, are processed and tabulated using graphs the tables where analyzed and the finding has been drawn accordingly.

Secondary Data

It refers to a special kind of ratio, it is used to make comparison between two or more series of data, since the percentage reduce everything to a common base and there by allow meaningful comparison be made.

ANALYTICAL TOOLS FOR STUDY

- Percentage Analysis Method
- Chi-Square
- Correlation

IV. DATA ANALYSIS AND INTERPRETATION

SATISFACTION WITH WORKING CONDITIONS

Particulars	No. Of Respondents	Percentage
Highly satisfied	30	25
Satisfied	50	41.7
Neutral	25	20.8
Dissatisfied	15	12.5
TOTAL	120	100

SAFETY MEASURES

Particulars	No. Of Respondents	Percentage
Yes	70	58.3
To some extent	30	25
No	20	16.7
TOTAL	120	100

MEDICAL FACILITIES

Particulars	No. Of Respondents	Percentage
Yes	65	54.2
No	55	45.8
TOTAL	120	100

LEAVE FACILITIES

Particulars	No. Of Respondents	Percentage
Yes	90	75
No	30	25
TOTAL	120	100

OVERALL SATISFACTION

Particulars	No. Of Respondents	Percentage
Highly satisfied	28	23.4
Satisfied	52	43.3
Neutral	25	20.8
Dissatisfied	15	12.5
TOTAL	120	100

WORK-LIFE BALANCE

Particulars	No. Of Respondents	Percentage
Strongly agree	30	25
Agree	45	37.5
Neutral	25	20.8
Disagree	20	16.7
TOTAL	120	100

V.SUGGESTIONS

- The organization should improve safety measures to ensure a secure working environment.
- Medical and health facilities should be strengthened for employee well-being.
- Awareness programs should be conducted to improve knowledge of welfare facilities.
- Equal distribution of welfare measures should be ensured among all employees.
- Work-life balance initiatives should be introduced to reduce employee stress.
- Rest and relaxation facilities should be improved within the workplace.
- Transportation facilities may be provided to enhance employee convenience.
- Canteen and hygiene facilities should be upgraded for better satisfaction.
- Regular feedback should be collected from employees regarding welfare measures.
- Effective grievance handling mechanisms should be strengthened.
- Management should increase focus on employee well-being and engagement.
- Continuous monitoring and improvement of welfare policies should be implemented.

VI.CONCLUSION:

Pooja Gowtham Trading Company, Theni district, provides basic labour welfare measures that support employee well-being and operational performance. Welfare practices such as working conditions, safety, and leave facilities contribute to employee satisfaction and productivity.

The study shows that employees have a moderate to high level of satisfaction with existing welfare measures. However, improvements are required in areas such as medical facilities and work-life balance.

Overall, effective implementation of labour welfare measures enhances employee performance and supports organizational growth.

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