**IMPACT OF LABOUR WELFARE MEASURES ON EMPLOYEES WITH REFERENCE TO KSRTC**

**Author: Bhavyashree**

**Lecturer, Dr. M.V. Shetty Institute of Professional Sciences & Management**

**Vidyanagar, Mangalore-13**

**ABSTRACT**

**Labour welfare measures have garnered significant attention in recent years as organizations strive to create conducive work environments that prioritize the well-being of their employees. This study aims to explore the impact of various labour welfare measures on employee satisfaction, engagement, and overall organizational performance. Through an extensive review of existing literature and empirical analysis, this study identifies key factors that contribute to the effectiveness of labour welfare initiatives and their implications for both employees and organizations. The study was conducted in KSRTC Mangalore, which has introduced many labours welfare measure to the employees which not only enhance employee well-being and satisfaction but also lead to improved productivity, retention, and overall organizational success. Recommendations are provided for organizations to develop comprehensive welfare strategies that align with employee needs and organizational goals. In India, the welfare benefit to the employees whether it be statutory or voluntary is available only to the workers employed in formal sector, who are hardly 10%. Left over 90% of the labours, who are more than 40 crores in number, and employed in unorganised informal sector like construction, agriculture industry is either deprived their rights. In this project, an attempt has been made to study of the welfare measures available in construction industries. The statistics have been composed through primary survey by administrating a detailed questionnaire to section of the employees selected at random. The percentage analysis is used to know the satisfaction level of the employees regarding welfare measures as suggested in the Factories Act, 1948. Data collected using simple random sampling method, and an interview schedule to obtain data. According to the findings 60% of the employees are satisfied with the labour welfare facilities provided by KSRTC Mangalore.**

1. **INTRODUCTION:**

**The welfare of employees is of paramount importance in organizations, particularly in sectors like public transportation where employees face unique challenges and demands. Karnataka State Road Transport Corporation (KSRTC) Mangalore, as a prominent player in the transportation industry, recognizes the significance of labour welfare measures in fostering a positive work environment and ensuring employee well-being. This study seeks to explore the impact of labour welfare measures implemented by KSRTC Mangalore on the well-being of its employees. The company providing facilities and how it improves the satisfaction level of the employees and also understands that what are facilities are company adopted to improve the welfare of the employees. Company should provide the recreational facilities to improve the morale of the employees and reduce the stress level of the employees. Full medical support company should be given to reduce the absenteeism and turnover. Company should conduct health campaign at least once in a month/ year; finally, these facilities lead to improve the productivity of the company and protection to the company employees. (Srinivas,2013). It is found that still there is gap for offering a well-structured theoretical model for the better implementation of welfare measures in service industries. (Rathore and Thanwar,2017).**

**II. NEED FOR THE STUDY**

**During the early period of industrial development, efforts towards workers’ welfare was made largely by social workers, philanthropists and other religious leaders, mostly on humanitarian grounds. (Babu Yadav, 2000) Before the introduction of welfare and other legislation in India, the conditions of labour were miserable. Exploitation of child labour, long hours of work, bad sanitation, absence of safety measures etc., were the regular features of the factory life. The earliest legislative approach could be tracked back to the passing of the Apprentices Act of 1850.**

**The present study was conducted in KSRTC, Mangalore because it provides services for seventeen districts where the employee numbers are more and studying welfare facilities in organizations like KSRTC is essential for optimizing employee satisfaction, retention, productivity, and organizational effectiveness while ensuring compliance with legal requirements and industry standards. It enables KSRTC to create a supportive work environment that fosters employee well-being and contributes to the overall success of the organization.**

**III. OBJECTIVES**

**1.To understand the demographic profile of the respondents.**

**2.To know the working condition of the labour.**

**3.To know about the impact of welfare facilities on workers.**

**IV. METHODOLOGY**

**The universe of the study confined to KSRTC in Mangalore Taluk, Dakshina Kannada District. The study attempts to yield the response of 60 employees about the impact of labour welfare measures. The participants were selected through simple random sampling technique, and interview schedule was used to obtain data. Self-prepared questionnaire was used to obtain data about impact of labour welfare measures.**

1. **FINDINGS AND DISCUSSION**
2. **Demographic Details: The respondents’ demographic variables, such as age, gender, place of stay, type of family, and income were collected through self-prepared structured tool.**

**TABLE NUMBER 1**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sl.No** | **Variables** | **Particulars** | **Frequency**  **N=100** | **Percentage** |
| **1.** | **Age** | **Below 20-30** | **6** | **10%** |
| **31-40** | **19** | **31.67%** |
| **41-50** | **25** | **41.67%** |
| **50 above** | **10** | **16.66%** |
| **2.** | **Gender** | **Male** | **42** | **70%** |
|  |  | **Female** | **18** | **30%** |
| **3.** | **Marital status** | **Married** | **50** | **86.66%** |
| **Unmarried** | **6** | **10%** |
| **Widow** | **4** | **3.33%** |
| **Separated** | **0** | **0** |
| **4.** | **Educational Qualification** | **Below S.S.L.C** | **5** | **8.33%** |
| **Above S.S.L.C** | **38** | **63%** |
| **Graduation** | **15** | **25%** |
| **Post Graduation/other** | **0** | **30.67%** |
| **5.** | **Type of work** | **Conductor** | **4** | **6.66%** |
| **Driver** | **9** | **15%** |
| **Office clerk** | **5** | **8.33%** |
| **Driver cum Conductor** | **30** | **50%** |
| **Administrative work** | **12** | **20.01%** |
| **6.** | **Level of satisfaction on labour welfare measure** | **Highly satisfactory** | **21** | **35%** |
| **Satisfied** | **27** | **45%** |
| **Average** | **12** | **20%** |
| **Dissatisfactory** | **0** | **0** |
| **Highly satisfactory** | **21** | **35%** |

**The data presented in the table clearly indicates that employees are satisfied with the labour welfare measures implemented.**

1. **CONCLUSION**

**The employees are the assets of the organization. Providing welfare facilities is the main responsibility of the organization. The welfare facilities are the most important in the organization which helps to maintain health, peace and social security of workers and it also improves living standard of employees. Welfare facilities build the rapport relation among the employees which helps to maintain good organizational relation in the industry which effects on production.**

**The present study shows that in KSRTC standard of welfare facilities were very good which was appreciated by all the workers and they were very much satisfied about their job and salary. The services of KSRTC have improved along with welfare facilities provided to workers in the industry.**

**REFERENCES**

**1. Bhatt, A. K., & Olive, L. M. (2013). A Study of Labour Welfare Measures in the Corporate Sector. Asian-African Journal of Economics and econometrics, 13(2),329-337.**

**2. Chaubey, D. S., & Rawat, B. (2016). Analysis of Labour Welfare Schemes and Its Impact on Job Satisfaction: An Empirical Study. Management Convergence,7(2), 45-53.**

**3.Hemalatha, K., Benita, M. S., & Nageswara Rao, D. (2017). A Study On Impact of Employee Welfare Facilities On Job Satisfaction. International Journal of Advance Research and Innovative Ideas in Education, 3(5), 822-826.**

**4.Joseph, Binoy & Injodey, Joseph & Varghese, Raju. (2009), Labour Welfare in India. Journal of Workplace Behavioral Health.**

**5. Kadakol, S. B., & Rashmi, A. M. (2016). A Study on Employee Welfare Benefit In A Public Sector Soap And Detergent Company. International Journal of Management and Social Science Research Review, 1(1).**

**6. Karthi, G. (2016). A Study on Employee Health And Safety Welfare Measures With Special Reference To RBR Garments, Tirupur. Intercontinental Journal of Human Resource Management, 3(1), 20-26.**

**7.Lalitha, K., & Priyanka, T. (2014). A Study on Employee Welfare Measures with Reference to IT Industry International Journal of Engineering Technology.**

**7.Management and Applied Sciences, 2(7),191-195. Poongavanam, S (2011). "A Study on 'Labor Welfare Facility' with Reference to AFT. Pondicherry". International Journal of Research in Commerce.**