

A Study of Statutory Welfare Facility in the Context of Sanitary

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ABSTRACT:

Employees are the biggest assets in any organization. Safe and hygienic working conditions have an effect on the habits of the employees, which in turn impacts on efficiency. Statutory welfare facilities as sanitation is inevitable to any organization where workers are involved. Healthy, Motivated and satisfied employees can help to make the organization competitively more value added and profitable. The study is an attempt to find out the satisfaction level of employees at Ashok Leyland Limited about the sanitation and medical facilities provided to the employees. A self-structured questionnaire has been used to gather the data. It was found that the employees are satisfied with the clean sanitary and hygienic facilities provided by the company irrespective to their gender, age, education and hierarchy.

Keywords; sanitation, statutory welfare, satisfaction, hygiene and health, respondents.

I. INTRODUCTION:

The welfare measures are inevitable to any organization where workers are involved. Organizations provide welfare facilities of their employees to keep their motivational levels high. Work place safety and health leads to motivation and satisfaction (Allender 2011). Employees have no feeling about their organizations, if they think that their organizations are not caring about them (Garger 1999). Welfare activities influence the sentiments of the workers. When workers feel that the employers and the state are interested in their happiness, their tendency to grouse and amble steadily disappear.

Employee welfare schemes can be divided into two categories: (i) statutory welfare work comprising the legal provisions in various pieces of labour legislation. The statutory welfare schemes include the following provisions: Drinking water, First aid medical, Sanitary facilities; Clean toilets and washrooms, Canteen, Spittons, Lighting and rest rooms.

(ii) Non-Statutory welfare work includes those activities which are undertaken by employers for

their workers voluntarily.

Need For Sanitation And Hygiene At Workplace:

Better sanitation and hygienic facilities are very necessary for the safe and healthy working environment of an organization.

Sanitation is an essential component of hygiene, which is an important and critical part of the life of any human being. It creates self-confidence, boosts morale and uplifts the self-esteem of a person. The benefits of hygiene are not only limited to the physical structure of a human being, it also influences some psychological behaviors. A person having good self-hygiene not only enables himself to feel comfortable in his skin but it also helps others around that person, to work in comfort.

Every workplace has its norms and policies. Cleanliness and personal hygiene are always part of these norms and policies. Maintaining proper hygiene at the workplace is very important for the good reputation of businesses. Employees are strongly influenced by their workplace policy and their environment. An enticing workplace creates a good level of comfort for the employees. Keeping a workplace clean helps to create a good environment.

Sanitation is one of the most important aspects of community well-being because it protects human health, extends life spans, and is documented to provide benefits to the economy. Clean and tidy work facilities lead to better morale in manufacturing environments, according to study (2018) from Tork, an Essity brand. Sanitation (e.g. toilets, latrines, mechanized wastewater treatment) is currently deployed as a way to contain and/or treat human excreta (and in some cases grey water) to protect human health and the environment including water bodies that are sources for drinking water.

The Economic Value of Sanitation and health care:

Although sanitation infrastructure and medical facilities can be expensive, the return on

investment and job creation is documented as being much greater. For example, an evaluation for the World Health Organization (WHO) estimated a 3-34 USD return on every dollar investment in water and sanitation depending on the technology and region (Hutton and Haller, 2004). According to a report by World Health Organization 2017, work-related health problems result in an economic loss of 4-6% of GDP for most countries. Good sanitation and hygiene support healthy living. In fact, inadequate wash is estimated to result in approximately 260 billion USD economic loss each year globally (WHO 2012).

Company Profile

Ashok Leyland Ltd. is one of the largest private sector companies in India its 12,000 employees are guided by the slogan "aapkijeethamarijeet". It is 2nd largest commercial vehicle manufacturer in India, 4th largest manufacture of buses in the world and 10th largest manufacturer of trucks globally. With the corporate office located in Chennai, its manufacturing facilities are spread across the country namely Ennore (Tamil Nadu), Bhandara (Maharashtra), Hosur (two units), Alwar (Rajasthan) and Pantnagar (Uttarakhand).

AshokLeylandlaunchedIndia'sfirstelectricbusandEuro6 compliant truck in 2016. The company plans to increase this share to 30-35% in the next five years and targeted expansion strategy in 5 geographic clusters. Despite the pandemic corona in June 2020 Company has launched its new range of modular trucks, AVTR that came with i-Gen6 BS-VI technology. Uttarakhand is a small hilly state and it has the different geographical conditions, the inhabitants have a different cultural and economical aspects thus may have different needs. In 2010, Ashok Leyland has set up a plant with trend – setting technologies at SIDCUL area Pantnagar, in Uttarakhand. It is the first plant to win the prestigious Deming Prize for the first time in India.

Review of Literature:

Welfare activities in an organization provided motivational effect on the attitude of employees towards work. The Significance of welfare measure was accepted in 1931, when the Royal Commission on Labour stated that the benefits are of great importance to the worker. After independence the main objective of first Factory act 1948 was to maintain the health, safety and welfare of every employee at workplace.

Chauby and Rawat (2016) examine the impact of labour welfare measures on job satisfaction in small scale industries near Dehradun. The industrial

workers needed welfare services to be provided to them in their surroundings, so as to enable them to adopt themselves. Improvement in working condition and basic amenities that come under statutory welfares such as clean urinals, clean drinking waters, crèche, insurance coverage, measures to prevent accidents, first aid facilities and canteen etc., are more effective in building the morale and increase the job satisfaction of employees.

Logasakthi and Rajagopal (2013) stated that in India, for an employer to meet the legal requirements, he or she must provide labour welfare facilities. The two stated that labour health, safety and welfare activities are necessary for improving employee working conditions, economic and living standards. They were very quick to point out that in the olden days, employers suppressed the worker by paying less salary and extracting more work in an unsatisfactory working environment. With the birth of the "Regulation and Employment Act" of 1948, employers were required to provide satisfactory working environment.

Palaria and Pant (2021), in their research attempt to find out the awareness about the welfare schemes and the satisfaction level at the working conditions provided by the Ashok Leyland Limited company to its employees. From the study, they concluded that majority of the employees are satisfied with the working environment and the welfare facilities provided by the Ashok Leyland company irrespective to their gender. It indicates that the company provides a safe and comfortable working environment for all its employees.

Raesgo (2014) found in his study that providing a clean work environment helps in maintaining the well-being of employees. In a workplace where litter and waste is disposed of correctly and surfaces are cleaned regularly, employees take fewer days of sick leave, which results in improved overall productivity.

Sass (1986) found that in technical questions pertaining to workplace health and safety, there is the social element. That is, for example, the power relations in production: who tells whom to do what and how fast. After all, a machine does not go faster by itself; someone designed the machinery, organized the work, and designed the job. This implies that „health and safety is not simply a technical issue such as supplying hard hats and goggles or ensuring adequate ventilation, because it raises the question of economic costs and power relations“.

Sulaiman and Alaguthankamani (2013) conducted a study to know the general welfare of a worker with unique inclination to Safety and Health

programs, at bike save parts fabricating industry in Chennai. Studies are directed to know how the Safety, Health and Environmental Improvements measures are taken by the business. The after-effect of this investigation demonstrates that majority of the employees perceive the present efforts taken by industry, on safety measures and work environment is satisfactory.

Objectives of The Study:

Following are the specific objectives of the present study

- To build stable workforces
- To make employees lives good
- To know the employee opinion regarding health, safety and clean sanitation
- To know the satisfactory level of the workers on welfare facilities
- To improve health and social status of employees andfamily

II. RESEARCH METHODOLOGY:

Research Design:

Considering the suitability of the research design the study adopts descriptive research design. The main characteristics of this method are that the researcher has no control over the variables; it can only report what has happened or what is happening.

Sample Population:

The population under consideration in this study consists of 80 employees of Ashok Leyland Limited (ALL), Pantnagar Plant. This includes all levels of hierarchy, from managers to operators of different departments of the plant. Non-Probability method is used for selecting the samples from the population.

Tools for Data Collection:

Data refers to information or facts. It includes facts, qualitative and quantitative information.

(a) Primary data collection process: Self structured questionnaire method is adopted to collect the required data for the present study at ALL, SIDCUL, Pantnagar. Man to man interaction/ oral conversation method is also used for more validity and reliability of data.

(b) Secondary data collection process: An extensive review of secondary data related to the study is taken into consideration. For this purpose, annual report of company, company website, Journals, magazines and books is consulted and analyzed.

Tools for Data Analysis:

In the study, tools for data analysis are based on percentage analysis. Percentage analysis is done to find out the percentage of the response of the respondents.

$$\text{Percentage (\%)} = \frac{\text{Number of Respondents}}{\text{Total Number of Respondents}} \times 100$$

III. RESULTS AND INTERPRETATION:

Characteristics of sample respondents

The present study was conducted on the sample drawn from the employees working in ALL, SIDCUL, Pantnagar. The distribution of sample respondents on the basis of different characteristics i.e., gender, educational qualification, organizational hierarchy and age. The different characteristics of respondents is given in Table 1 and the bar – diagram of respondents is given in Figure 1.

Table 1:
Number of respondents on the basis of different characteristics-

S. No.	Characteristics of the Respondents	Groups	No. of Respondents
1	Gender	Male	62
		Female	18
2	Educational Qualification	Intermediate	30
		Diploma/ITI	22
		BTech	19
		Mtech /MBA Graduate	09
3	Organizational Hierarchy	Manager	08
		Engineer	26
		Operator	46
4	Age	18-30 Years	39
		31-45 Years	22

	46-59 Years	19
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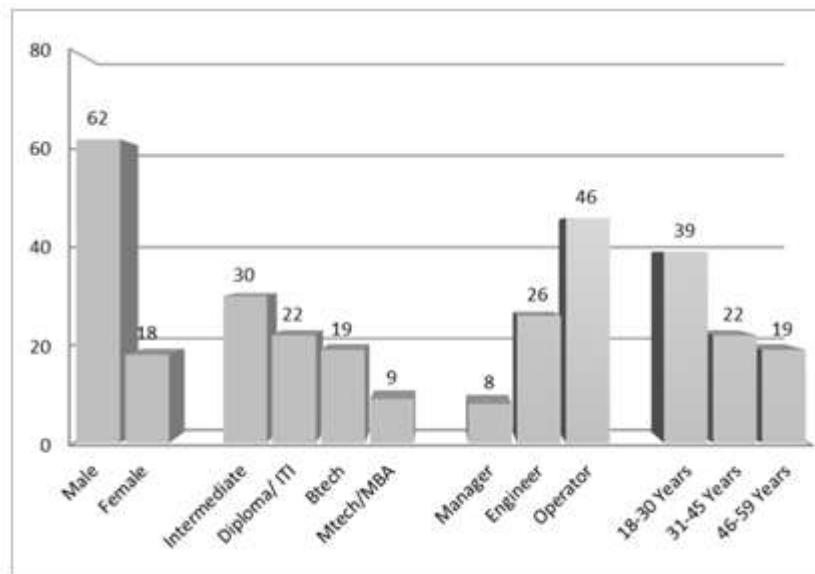


Figure 1: Distribution of different characteristics groups

Table 2:
 Satisfied with sanitary & hygien facilities; clean washrooms, toilets-

S. No.	Characteristics of Respondents	Groups	Satisfied %	Not Satisfied %	Can't say %
1	Gender	Male	90	7	3
		Female	89	11	0
		Total	90	7	3
2	Educational Qualification	Intermediate	87	10	3
		Diploma/ITI	86	9	5
		BTech/BE	95	0	5
		Mtech/MBA	100	0	0
		Total	90	7	3
3	Organizational Hierarchy	Manager	100	0	0
		Engineer	92	4	4
		Operator	87	11	2
		Total	90	7	3
4	Age	20-30 Years	95	5	0
		31-45 Years	86	9	5
		46-60 Years	84	11	5
		Total	90	7	3

Table 2 demonstrates the response of employees regarding the statutory type sanitary welfare facility which includes clean and proper drainage for all washrooms, basins, urinals. Total 90% respondents satisfied, 7 % unsatisfied and only 3% are undecided in their response (Figure 2). Overall response indicate that ALL provides better sanitary and hygienic facilities to their employees. In this pandemic era the company determined to

give clean and sanitised surrounding to their human resource. Gender wise response is almost same here, 90 % male and 89 % female are satisfied with the facilities. Prevalage facilities makes top level to respond with 100% satisfaction. Younger employees are 10% more satisfied with cleaning facilities. The individual group wise satisfaction response is given in bar- diagram, Figure3.

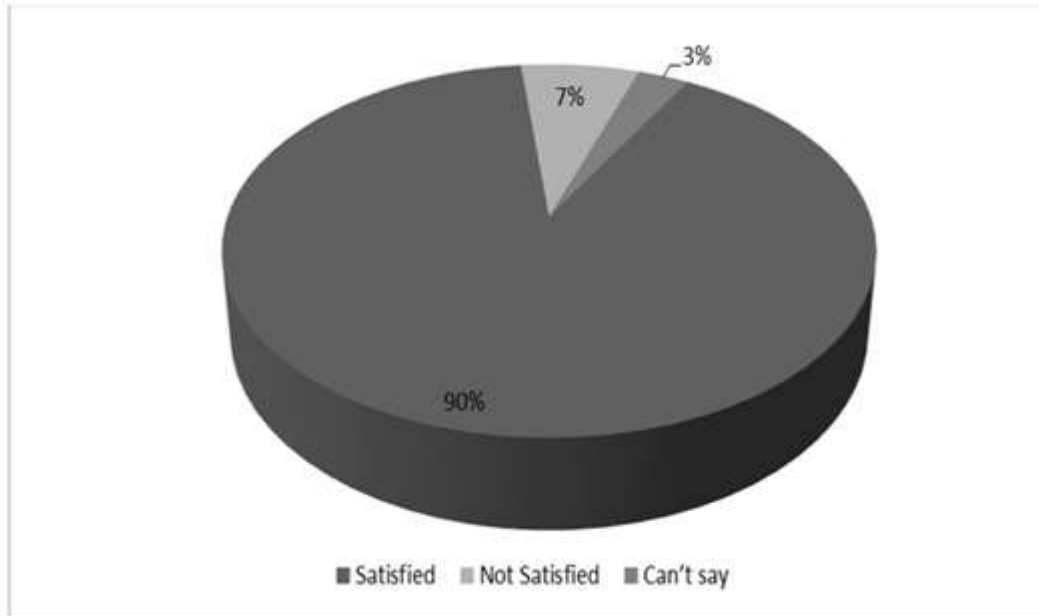


Figure 2: Response of the respondents

Table 3 reveals that 87 % employees response about first-aid facility and routine medical check - up in company is agreeable. Female employees are 78% agreed while male are 90 % agreed. Highly qualified and top level employees are most satisfied.

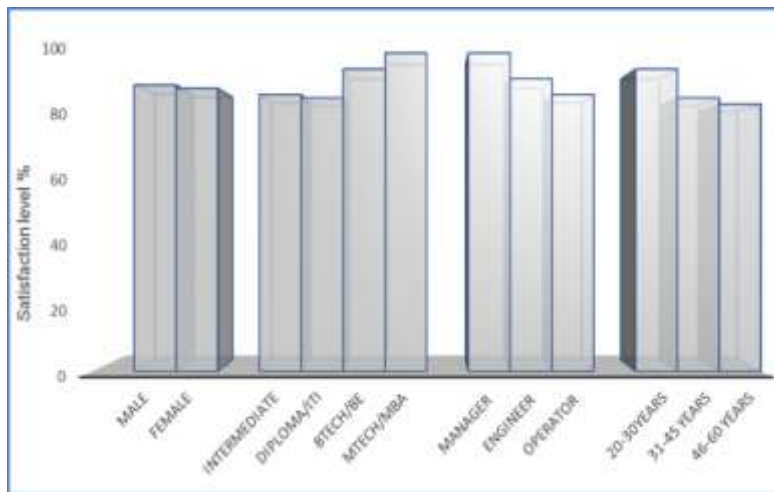


Figure 3: Satisfaction level of groups

IV. CONCLUSION:

In the study, it was found that the employees are satisfied with the clean sanitary and hygien facilities provided by the company irrespective to their gender, age, education and hierarchy. However, the satisfaction level decreases from highly educated and top hierarchy level employees to bottom and less educated employees. Employees having higher qualification have higher satisfaction level. Female employees are slightly less satisfied in comparison to their counterparts.

Impact of age factor has also seen upon the satisfaction level, where young ones have shown higher level of satisfaction in comparison to older. It can be suggested that proper sanitation and hygienic facilities must take place in company for all employees equally and should be in flexible mode to fit to the requirements and comfort of the employees.

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