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## A MEASUREMENT OF RELATIONSHIP OF ENVIRONMENT WELFARE MEASURE AND JOB SATISFACTION IN AUTOMOBILE INDUSTRIES

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### ABSTRACT

*It's duty to ensure the welfare of employees at work by the employer. Providing safe and congenial environment will also help to motivate workforce. Achieving job satisfaction in automobile industry depends on the labour welfare measure. A positive working environment is a place that promotes employee growth and goal attainment. These environment facilities are most helpful to a successful workplace as motivate employees to perform their best ability. The good working environment is also provides health and safety for the employees. The study will investigate the dimensions of labour welfare measuring effect of job satisfaction in their companies. The result was found that there is a significant relationship between environment welfare measures and job satisfaction. There was a need to focus on the possible environment benefits, as better facilities related to this variable leads to high job satisfaction and increase reputation among Automobile Industries.*

*Keywords: Automobile industries, Labour welfare, job satisfaction, work environment*

### INTRODUCTION

Industrial growth depends on satisfied workforce and a labour welfare measure plays an important role which was accepted long back by many Organizations. The Royal Commission in 1931 stressed on worker, stated that the necessity of labour welfare measures are primary because of the harsh treatment to the workers. This demand was further emphasized in independent India by the Constitution (1950) which lays down the below articles in regarding welfare measures: As per Indian Constitution Article 42 states: "The state shall enable to furnish for securing simply and humane conditions of labour".

The Article 43 claims that "To all workmen agricultural, industrial or otherwise, a living wage, conditions of work securing a decent standard of life and enjoy to the fullest of leisure and social and cultural opportunities. The state shall undertake to secure by appropriate legislation".

Considering the significance of the labour welfare S.T. Edwards opinioned that, "Anyone can buy a human's time, his physical attentive at a particular space, even a few muscular actions, but enthusiasm, resourcefulness, loyalty and devotion to work cannot be bought. They will have to be created through right employer-employee relations, providing constructive opportunities for satisfying the major motivating wants of humane action."

The Indian corporate sector is currently passing through a phase of restructuring, downsizing, merging and acquisition. In this evolving scenario, people in the organization have suddenly occupied center stage. India is a labour-intensive country. Labourers play an important role in every industry.

So, to feel them comfortable and to overcome the handicaps, malfunctions to which workers are exposed in work life and for the development of personal life of workers, welfare



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measures being apparent. As workers have to spend long hours in work life and far from everyone belonging to them and strange atmosphere created by Factory systems which leads companies and governments to introduce various welfare measures.

In developing countries where economic condition exists, country plan their labour welfare measures according to their suitability to workers to meet the needs of workers to move long way to ensure efficiency of workers and commitment towards industry. A proper design of welfare measures can play a significant role in providing better working condition, good environment, and living standards of workers and also increase productivity leads to progress of industry and labour.

The success and development of an organization depends upon workers roll and satisfaction at work. Job satisfaction can maintain peace and high productivity in the industry. So, to work in peace and happily in work, the worker must feel the sense of satisfaction. Job satisfaction is influenced by many factors some of them are work environment, working hours, coordination and so on.

## **LITERATURE REVIEW**

G.Aarthi et al., (2018) explores the importance of welfare rule structures for understanding the effects of the firm compensation practices of the employee force. And by identify the areas to take timely correct action to improve the welfare and satisfaction of the employees. Employee plays an important role in the industrial production of the company. Hence, the organization should give cooperation to the employees in order to increase the production and to earn higher profits. Employee benefits constitute a major vehicle for the provision of income and security.

Sapna (2016) "Awareness of Workers to Health, Safety & Welfare Provisions under Factories Act, 1948" studies regarding satisfaction level of workers to welfare laws which are statutory to all industry or factory. She concluded her study on Factory Act 1948, Industrial disputes Act 1947, minimum wages act 1948 payment of wages act 1936 as the unmarried, male, urban workers are more satisfied than married, female and rural workers regarding Factories Act. Married workers think of more benefits for them and family. For rest three measures management should concentrate more to know the problems of workers. So that it can be satisfied by the facilities provided to them. So improvement should be made with regard to labour laws to satisfy all workers irrespective of gender, marital status and nativity.

Supriya Bhagat et al., (2015) "Employee welfare measure in medium scale industry a study with reference to statutory welfare measures in Nashik MIDC" objective in this paper is to study statutory welfare measures in medium scale. Statutory welfare is the compulsory welfare measures that the company has to provide to the labourer's. Some of the statutory welfare measures taken to study are cleanliness, sitting facilities, first aid, drinking water, lighting, safety measures, and urinals. At last the result of the study is improvisation has to be made in these facilities and that to more concentration on cleanliness urinals and safety measures.

Sunil Kumar dhal (2015) "A Study of Jute Industry Employee's Job Satisfaction in Costal District of Andhra Pradesh" there are four factors of production like land, labour, capital and organization. In that labour is one important factor of production. Satisfying labour is also having

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the same importance. From this study we come to know that industry is labour intensive so satisfying them important to get organization development. The industrial relations, workers participation in management, role of Trade union, salary, and wage and job satisfaction must be given higher priority to improve the quality of the industry.

D Souza (2015) “Comparative study of labour welfare measures and job satisfaction in Indian pharmaceutical companies (IPC’s) and Multinational pharmaceutical companies (MPC’s) in Goa.” has done the findings the study are labour welfare measures has significant positive relation with job satisfaction. It is a comparative study by this MPC's are highly satisfied over all but IPC's employees’ satisfaction influence on age and experience as age and experience increases job satisfaction also increases statutory and Welfare facilities like education and training influences job satisfaction in pharmaceutical companies Goa.

M.Surat Kumari and Malla Reddy Tata Reddy (2014) “Impact of employee welfare facilities on job satisfaction”, observes that due to intra mural and extra mural welfare measures the employee feel management is interested in safety of the employees. This resulted in enhancing the loyalty, job satisfaction, sincerity towards work. If increase in welfare measure will also give good results from the employees of south central railway.

B. Rajkumar (2014) in his article “labour welfare measures and social security in IT industry”. This article says that service sector is the reacting sector nowa-days which generates more employment opportunities. So to retain employee, satisfying employees through welfare measures are necessary which motivate and feel them secured in their work or job which in turn increases efficiency.

R. Madesh (2014) “Implications of labour welfare measures on quality of work life”, conveys providing welfare measures other than statutory welfare by trade union and employers of organization will improving work life of labourers. More welfare measures help to retain the employees by increasing their living standard or quality of life leads to increase productivity of the organization. Thus the organization maintains smooth relationship between workers and management leads to better industrial relation and attain organizational goals.

Rajesh (2014) in his article “A study employee welfare measure and social security in Information Technology industry with reference to Chennai”. Professionals said their opinion by answering questionnaires that high income and experienced groups are dissatisfied with job security because of updated technology. More satisfiers are in Chennai than Bangalore.

M. Sentil kumar and G. Vedanthadesikan(2013) “labour welfare measures in transport corporation”, studied the satisfaction level of individual monetary labour welfare schemes, family welfare monetary schemes offered by corporation and got the clear result that the labourers are aware of the welfare measures but just satisfied in getting it. Majority of the labourers are in neutral level. Hence the whole betterment has to be done in providing the welfare facilities to the labours and their family by the Government. If this happens then the employee can do their job effectively and efficiently.

Maria Yesuraja I and C. Nandini Devi (2013) “A study on effectiveness of labour welfare measures in dairy division published in global research analysis”, objective of the study is to know the socio economic background and effectiveness of welfare measures. The research findings are the monitory welfare and recreation facilities are in satisfactory level. Suggestions



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are to improve uniform facilities, ESI facilities, working environment, first aid, canteen facilities, pollution control, wages and salary.

S. Samarthakani and R. Srinivasan (2013) “Evaluating labour welfare legislation and statutory measures” has concluded that overall labour welfare and statutory measures are highly satisfactory in particular like salary, working condition, canteen, workload, bonus. Improvisation should be needed in recreational facilities can improve job satisfaction.

### **OBJECTIVES OF THE RESEARCH**

1. To analyze the existing labour welfare measure practices in automobile industry.
2. To evaluate the employee satisfaction with environment welfare measures

### **HYPOTHESES OF THE STUDY**

**H0:** There is no significant relationship between environment welfare measures and job satisfaction.

**H1:** There exist significant relationship between environment welfare measures and job satisfaction.

### **RESEARCH METHODOLOGY**

The methodology of this study followed descriptive approach, historical approach, deductive approach and inductive approach. The study is based on the analysis of information obtained from both primary and secondary sources. The primary sources of the data include discussion with labour of selected automobile companies Allied Nippon Limited. The argument was based on a structured questionnaire covering all aspects to meet the objective of the study. The secondary source included necessary background information of the automobile companies, theoretical knowledge of labour welfare measures, job satisfaction and environment and other welfare measures from official websites of the selected companies. Data collected from the commuter respondents is analyzed through MSEXcel. The collected data are analyzed with the help of statistical tools and techniques such as mean, standard deviation, co-efficient of correlation and ANOVA.

### **DATA ANALYSIS AND INTERPRETATIONS**

Questionnaires primary covered welfare measures which is required to perform the job in workplace. These welfare measures include some statutory and non statutory benefits which is enforced by government and incorporated by employers. Table below summarizes the respondent views on these issues.



**Table 1: Mean and standard deviation measurement of environment welfare measures factors in Automobile Industries**

| Sl. No. | Variable                             | Mean | Std. Deviation |
|---------|--------------------------------------|------|----------------|
| 1       | Drinking Water                       | 4.27 | 0.45           |
| 2       | Rest Shelter                         | 2.99 | 0.83           |
| 3       | Transportation Facilities            | 4.10 | 0.76           |
| 4       | Cleanliness and Hygiene at workplace | 3.30 | 0.92           |
| 5       | Words of Praise from Superior        | 3.30 | 0.79           |
| 6       | Standard Working Hours               | 3.38 | 0.68           |
| 7       | Rest Pause in between Working Hours  | 2.87 | 1.00           |
| 8       | Relationship with Superiors          | 2.80 | 0.95           |
| 9       | Company Policies Towards Society     | 3.40 | 0.74           |
|         | Average Mean of All Variable         | 3.38 |                |

Source: Cullud by Respondents – Computed by Researcher

The above table 1 exhibits the mean and standard deviation of views of respondents when relationship between environment welfare measures and job satisfaction was measured. Environment welfare measures formulated in the companies aims to ensure employees wellbeing, comforts at workplace and job satisfaction. The variable 1 drinking water with mean value 4.27 was the highest supported among the respondents which states that they are satisfied with clean and safe drinking water facilities provided by the organization. Second highest as per respondents opinion was transportation facility provided by the organization for safety, security, to reduce burden and to reach workplace on time, with 4.10 mean values. It is notable that employees are enjoying to and from workplace transportation facilities provided by the organization that can give job satisfaction and variable 9 company policies towards society was considered to be appreciable because of its concern and contribution to society which influence employee's job satisfaction. The least supported variable 8 is stated as Relationship with Superiors. This is likely to indicate that the environment welfare measures had relationship on job satisfaction can be made available to the employees.

**Hypotheses 1 – Ho: There is no significant relationship between environment welfare measures and job satisfaction.**

**Table 2: Descriptive statistics for factor of environment welfare measures**

| Variable                     | N   | Mean  | Std Deviation | Std Error |
|------------------------------|-----|-------|---------------|-----------|
| Environment Welfare measures | 365 | 30.44 | 6.55          | 0.34      |

**Table 3: Correlation between environment welfare measures and job satisfaction**

|                              | Environment Welfare Measures | Job Satisfaction |
|------------------------------|------------------------------|------------------|
| Environment Welfare Measures | 1.00                         | 0.29             |
| Job Satisfaction             | 0.29                         | 1.00             |

Correlation is significant at the 0.05 level (2 tailed)

The relationship between environment welfare measures and job satisfaction carried with help of coefficient of correlation, which represents the correlation of the data points out that there is a positive low correlation between environment welfare measures  $r = 0.29$  ( $p = 0.000$ ) which is significant at ( $p < 0.05$ ) for a two-tailed test, based on 365 respondents complete observation. Better environment welfare facilities play a vital role for motivating human capital in the organization. If working environment conditions are excellent and these facilities provided then it will create a positive vibe in employees' mindset and that will help them to uplift the level of job satisfaction. As environment welfare amenities increases in the Automobile companies in Karnataka the level of job satisfaction of their employees will also raise significantly. Thus, if the Automobile companies want to raise the level of job satisfaction of their employees then they need to be attentive to the environment welfare facilities provided to them.

**Table 4: Model Summary**

|                   |       |
|-------------------|-------|
| Multiple R        | 0.292 |
| R Square          | 0.085 |
| Adjusted R Square | 0.083 |
| Standard Error    | 6.386 |
| Observations      | 365   |

The model summary revealed that R-Square is the proportion of variance in the dependent variable (job satisfaction) which can be predicted from the independent variable (Environment Welfare Measures). This value indicates that 8.5% of the variance in job satisfaction can be predicted from the variable.

**Table 5: ANOVA**

|            | Df  | SS       | MS      | F     | Significance F |
|------------|-----|----------|---------|-------|----------------|
| Regression | 1   | 1383.49  | 1383.49 | 33.93 | 0.000          |
| Residual   | 363 | 14802.93 | 40.78   |       |                |
| Total      | 364 | 16186.42 |         |       |                |

In the environment welfare measures, the mean score obtained by respondents was 30.44. It can be revealed from the table ANOVA that F Value 33.93 and significant level 0.000 which is smaller than  $\alpha 0.05$ . This value is compared with the value on the F Table (Critical Value) i.e.



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3.87. Since F statistic (33.93) is higher than that of critical value 3.87 and also the probability value of 0.000 is smaller than  $\alpha$  0.05. It is concluded that environment welfare measure has significant relationship with job satisfaction.

## CONCLUSIONS

It was found that the automobile employees they were opined that there was a need for the clean drinking water facilities everywhere necessary. Also, it was found that the drinking water facilities are satisfied rather than highly satisfied. However, the welfare facility of rest shelter for employees is not in useful condition hence, the respondents are showed that there is an average satisfaction for the facility provided by their employer which means need appropriate rest shelter to rest in break hours. One among the facility that workers transportation to and from companies, and it is found that most of the employees are enjoying their transportation facilities provided by their employer. It was found that employees are satisfied with Cleanliness and Hygiene at workplace but same proportion are in average range so companies have to maintain cleanliness and hygiene at workplace. When ANOVA was performed to verify the significant relationship between environment welfare measures and job satisfaction, it was found that there is a significant relationship between environment welfare measures and job satisfaction. There was a need to focus on the possible environment benefits, as better facilities related to this variable leads to high job satisfaction and increase reputation among Automobile companies.

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