



# A LABOR WELFARE MEASURES RESEARCH AT UNITED BREWERIES LIMITED

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## ABSTRACT

*A worker plays a big half within the business's industrial production. Management is related to the art of obtaining work done by the people. Management really considers itself with the individuals at work. Therefore, it's imperative to seem for his or her cooperation. This study is based on collection of data on the Labour welfare measures followed at particularly liquor industry. The idea of labour welfare is mostly founded on human principles, according to which every citizen has a right to work in a pleasant atmosphere free from health risks for an acceptable income, among other terms and conditions. The research provides a brief on the impact of labour welfare measures provided by the company on its employees. The employer's welfare and safety measures will have a direct impact on the employee's health, physical and mental efficiency, alertness, morale, and overall efficiency, all of which will contribute to higher productivity.*

**KEY WORDS:** Labour Welfare Measures, Industrial production, Efficiency and Attrition level.

## INTRODUCTION

A Brewery industry produces beer or alcoholic beverages for commercial purpose the distinction of these industries is based on the type of drink produced and the automaton used in the process. This research tries to provide an overview on Labour welfare measures followed in a particular liquor company. The impact of facilities such as, intra-mural facility, extra-mural facility, statutory facility, mutual facilities and voluntary facilities on various factors are analyzed. Since labour welfare is to minimize exploitation of workers. Management needs economical, productive, diligent, sincere and law lasting workmen, which might be attracted by providing liberal welfare measures. Such measures additionally improve industrial relations within the trade. Such measures also improve industrial relations in the industry. These labour welfare measures improves the efficiency of the workers which increases the productivity. Using data collected and analyzing it with technical software such as SPSS, chi square, graphical representation, the final outcome provides an view over the uses of these measures both to the company and employees as whole and the required improvements and achievements in the relationship between the company and employees like efficiency, attrition rate and social benefits which are important aspects of an industrial growth and an employee's life style.

## NEED FOR THE STUDY

Production is key to a company's success and growth. Five manufacturing variables affect this activity. Labor force is a major production element. Labor productivity drives an organization's development. This relies on labour welfare indicators other than salary/wages. Paying workers doesn't eliminate workplace discontent. Absence of labour welfare measures in a company leads to inefficiency, absenteeism, etc., which affects its growth. The current research examines how a company might avoid the negative effects of not providing worker wellbeing. This study focuses on workforce welfare initiatives made by United Breweries Limited to fill a gap. In brief, the company's workers are operating with engagement and commitment as a results of the company's welfare and social security



policies. As a result, the companies success is very commendable. This study is helpful to the society as a whole since both the organization and labours are part of it. This research informs the organization that it has to be introspect and improvise to have a congenial relation with employees and also to meet organizational goals.

### OBJECTIVES OF THE STUDY

- To comprehend the scope of the labour welfare programmes offered by United Breweries Limited.
- To determine the degree of employee satisfaction with the labour welfare policies implemented at United Breweries Limited.
- To evaluate how United Breweries Limited's labour welfare policies have affected the company.
- To make suggestions for any necessary modifications to the labour welfare policies.

### HYPOTHESES

H<sub>10</sub>: There is no significant association between labour welfare facilities provided and attrition rate.

H<sub>11</sub>: There is a significant association between labour welfare facilities provided and attrition rate.

H<sub>20</sub>: There is no significant association between labour welfare facilities provided and stress-free job.

H<sub>21</sub>: There is a significant association between labour welfare facilities provided and stress-free job.

### REVIEW OF LITERATURE

**Mrs.T.Srimathi (2021)** “A labour welfare metric improves workers work life experiences”, improving their commitment and motivation to fulfil organizational objectives. This research examines the impact of employee welfare metrics on work satisfaction. The key elements affecting employee work satisfaction in various organizations include canteen facilities, credit facilities, infrastructure facilities, medical facilities, and safety facilities. This research included Virudhunagar handloom weavers. The survey sampled 187 workers. This research was descriptive. The data were examined using descriptive statistics, chi-square, multiple comparison, and correlation. According to this study, workplace happiness and employee well-being are related. **Dr.D. Mohanraj, Dr.S. Sara, G. Ramesh (2021)** “Labour Welfare Measures On Employee Job Satisfaction Of Lab Technician During The Covid 19 Pandemic” Current corona virus pandemic (COVID-19) has caused economical and psychological anguish. It's affected the economy hard, especially the service sector and hotel business. It raises workers' feeling of uncertainty and unemployment, harming their mental health. Most companies priorities employee happiness. This research aims to determine whether workplace welfare indicators affect job satisfaction. In many firms, welfare measures are key to work satisfaction. This research included Chennai hospital lab workers. The survey sampled 187 workers. This study is descriptive. Data analysis techniques employed included descriptive statistics, chi-square, multiple comparison, and correlation. This research found a link between employee wellbeing and work happiness. **Dr P Venkat Rao (2015)** “Employee welfare is that the key insight”, study says that to research the literature associated with the welfare measures and its impact on the worker performance, satisfaction and conjointly establish and compare the welfare measures provided in several public and personal sector firms. Welfare measures workers square measure isolated within the firms for these firm's square measure inspired to be an actuation concerning these welfare facilities in motivating the workers and increase their work. **K T Srinivas (2013)** “A study on worker welfare facilities and its impact on job satisfaction”. The study says that however the corporate providing facilities and the way it improve the satisfaction level of the workers and conjointly understands that what are facilities are company adopted to enhance the welfare of the workers. Company ought to conduct health campaign a minimum of once in an exceedingly month/ year; finally, these facilities cause improve the productivity of the corporate and protection to the corporate staff. **Banu and Ashifa (2011)** “labour welfare measures in publicly Sector Transport Corporation” This study analyses the assorted dimensions of labour welfare measures that area unit gave the impression to the labours. Stratified sampling methodology was used and 20 employees are taken from five departments, Operation Department, Personnel Department, Material Department, Industrial Relations Department and in Technical Section the study was conducted to provide the labour welfare measures provided in these departments. By doing this the worker will do their job a lot of effectively and expeditiously. **Belot, Boone and Vanours [2004]** “Welfare improving employment protection”. This paper presents the orient cal model to point out that employees invest their specific information for employment protection legislation will raise employment, productivity and welfare. Employment protection stimulates worker's investments



in firm specific skills and integrates it during a general equilibrium search framework. Researcher shows that the optimum level of employment protection is not necessarily identical for all companies and employee.

### Research Gap

After reviewing the available work on labour welfare measures, it is observed many researchers in foreign countries took this phenomenon very deeply and conducted research covering different sectors and industries. In India, this aspect is yet to be covered up in terms of research. Though main industries of Indian economy have been covered in brief, liquor industries are partially included in this research study pertaining labour welfare.

### SCOPE OF THE STUDY

The study encompasses the complete organization Labour welfare measures of United Breweries. The study covers the workers in that particularly machine operators and administrative staff of the organization each at social control and non social control cluster. The study covers all the measures taken by the organization to produce labour welfare measures to the workers inside and outdoors the organization.

### LIMITATIONS

- Possibilities of obtaining biased data during data collection.
- The company selected for the study cannot be a true representation of the labour welfare measures at manufacturing industries.

### TYPE OF RESEARCH

Descriptive research has been adopted in this work. The goal of this study is to investigate how labour welfare measures at united breweries limited and the effect of it on both the organization & labours and to address any concerns that workers may have in the organization.

### POPULATION AND SAMPLING UNIT

- Target population: All the employees at united breweries limited.
- Sampling unit: Individual staff of administration department and machine operators of operating department.

### SAMPLING METHOD

Convenience sampling method has been used for the survey. Two departments have been taken for the survey they are machine operators (40+) and office staff particularly administrative staffs (40+) as a sampling technique for the survey.

### SAMPLE SIZE

The respondent for study is staff of united breweries restricted to Bangalore, where in there are 250+ (approximately) employees in the company. Among them 55 respondents has been chosen for the study. Out of them 21 are machine operators and 34 are administrative staffs.

### SOURCE OF DATA COLLECTION

The analysis uses each primary source and secondary source. Primary source is gathered through the employment of informal questionnaires, whereas secondary source is gathered from books, periodicals, and websites. Majority of the data for this research is collected through primary sources.

### STATISTICAL TOOLS AND TECHNIQUES

The statistical software SPSS was accustomed to analyze the information. Statistical techniques such as Chi square were used to test the response and information collected from the survey in the study, charts and graphs are used represent the data.



## DATA ANALYSIS AND INTERPRETTION

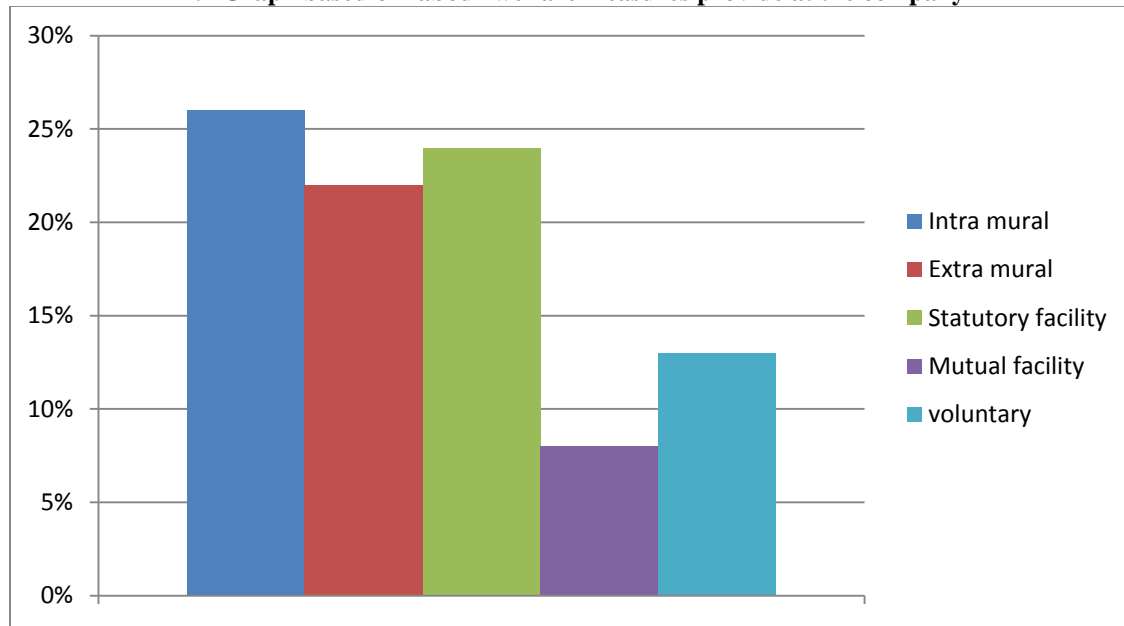
1. Table based on labour welfare measures provide at the company,

Labour welfare categories	Frequency	Percentage
Intra mural facility	14	26%
Extra mural facility	12	22%
Statutory facility	13	24%
Mutual facility	5	8%
Voluntary	11	20%
Total	55	100%

### Analysis

According to the above table it shows that 55 respondent's majority have responded 26% to Intra mural facility, the least i.e., 8% to mutual facility, provided under labour welfare measures by the company.

1.1 Graph based on labour welfare measures provide at the company



### Interpretation

From the above graph shows all the labour welfare facilities provided at the company based on the 5 categories, but most of them are intra mural facility. The company is adhering to provide safe working conditions, safety measures, good layout of plant and machinery. The statutory facilities is another important labour welfare measure the company is offering to its employees, since these are the ones directed by the government to be provided by every registered employer, such as over time allowance, minimum wages, provident fund, employee state insurance, united breweries limited also adopted the same.



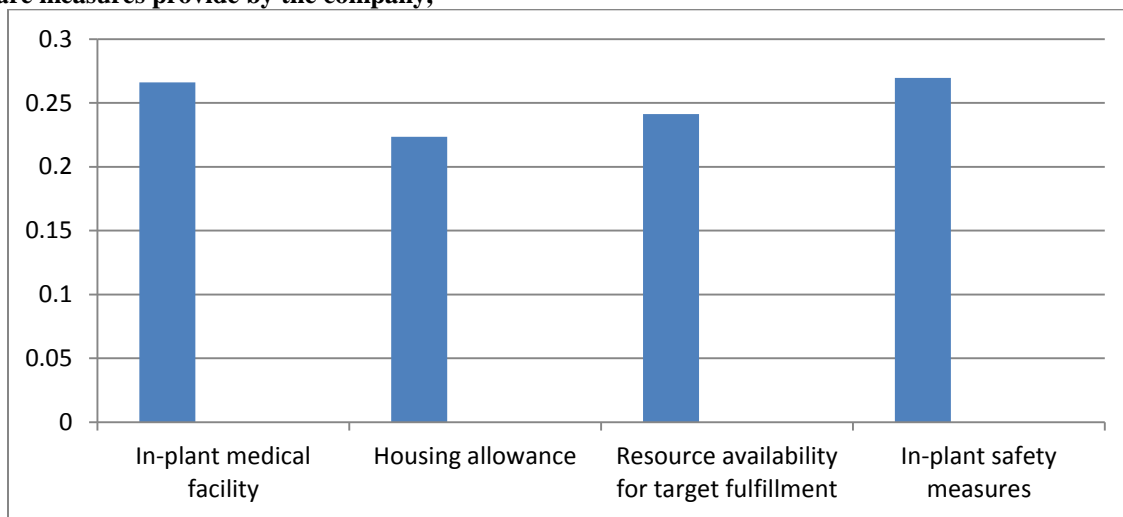
**2. Table based on satisfaction level among the employees according to list of labour welfare measures provide by the company,**

LWM	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dis-satisfied	Total	Weighted Average Method	Ranking
In-plant Safety measures	13*5	33*4	10*3	0*2	1*1	228	0.26950	I
In-plant medical facility	14*5	32*4	9*3	0*2	0*1	225	0.26595	II
Housing allowance	10*5	19*4	17*3	4*2	4*1	189	0.22340	IV
Resource availability for target fulfillment	12*5	22*4	17*3	2*2	1*1	204	0.24113	III
Total	-	-	-	-	-	846	-	-

**Analysis**

The above data indicates that, majority of the respondents i.e, 64% are highly satisfied with safety measures provided inside the plant majority i.e., 63% of the respondents are satisfied with the medical facility provided by the company within the plant majority i.e, 37% of the respondents are satisfied with the housing allowance provided by the company and majority i.e, 38% of the respondents are satisfied with the fulfillment of required resources to achieve the specific work target.

**2.1 Graph shows weighted average of satisfaction level among the employees according to list of labour welfare measures provide by the company,**



**Interpretation**

From the above weighted average technique, we can observe that, the highest weighted average factor is 0.2695, which indicates that majority of the employees are satisfied with the in plant facility provided by the company.



**3. Table based on opinion of employees whether the job is stress free?**

Stress free job	Frequency	Percentage
Yes	26	46%
No	10	18%
Maybe	17	28%
Prefer not to say	4	8%
Total	55	100%

**Analysis**

According to the above table it shows that 55 respondent, majority i.e, 26(46%) have opted yes to the stress-free job.

**3.1 Graph based on the stress free of job according to employees,**



**Interpretation**

According to the above graph it shows majority of the employees agree that their job is stress free, since they will be provided with required time, equipments and plant facilities to reduce the stress level of the employees to complete the assigned task.

**4. Table showing, influence of labour welfare measures on the changes in employee's lifestyle,**

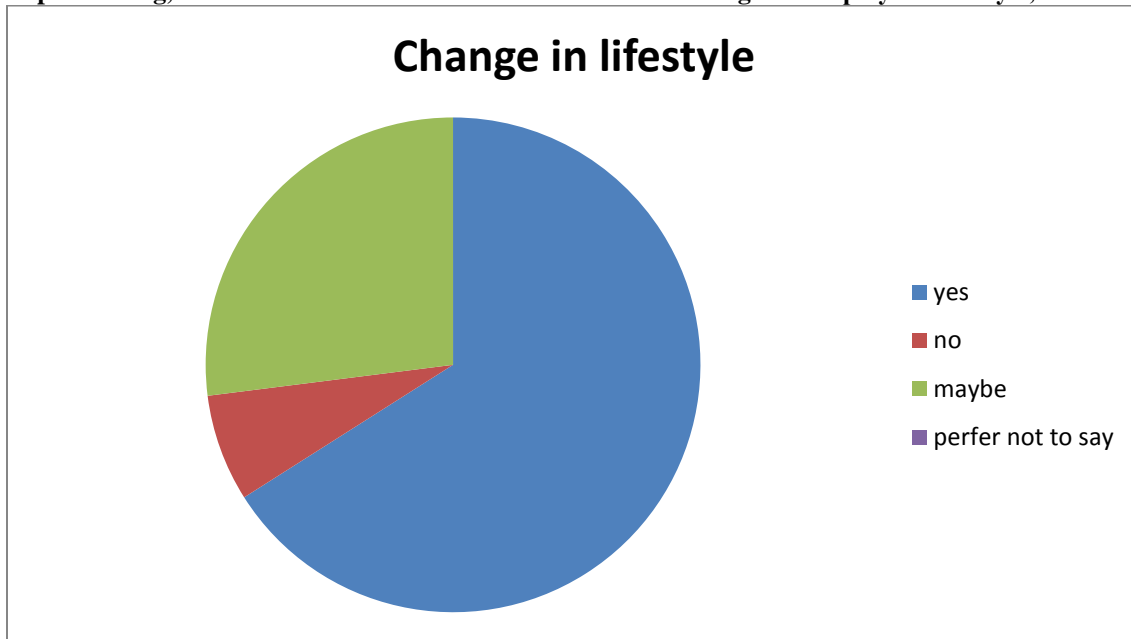
Change in lifestyle	Frequency	Percentage
Yes	38	66%
No	4	7%
Maybe	15	27%
Prefer not to say	0	0%
Total	55	100%

**Analysis**

According to the above table it shows that 55 respondent, majority i.e, 38 (66%) have opted yes to the change in lifestyle due to labour welfare measures.



4.1 Graph showing, influence of labour welfare measures on the changes in employee’s lifestyle,



**Interpretation**

According to the above graph majority of the people agree that their lifestyle changed from the labour welfare measures provided by the company. since they are well paid and holidays are provided, allowances such as housing, overtime and provident fund, health facility, are also provided. most of the employees also agreed that their economic status has also improved due to provision of such measures.

5. Table showing, Employee’s motive to serve towards the organization in near future,

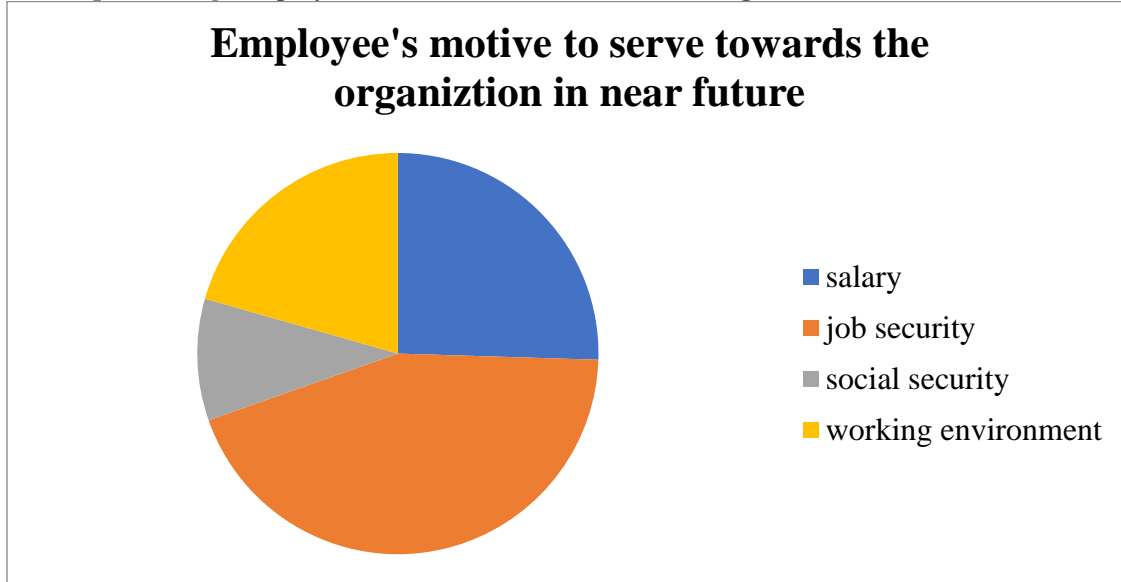
Particulars	Frequency	Percentage
Salary	16	26%
Job Security	22	45%
Social security	7	10%
Working environment	12	21%
Total	55	100%

**Analysis**

According to the above table it shows that 55 respondent, majority i.e, 22(45%) have opted to job security they have in their company. The least i.e, 7(10%) have opted to social security which is provided to them by company.



5.1 Graph showing, Employee’s motive to serve towards the organization in near future,



**Interpretation**

According to the above graph it shows that majority of the employees agree that job security is what thrives them to serve towards their company in the upcoming years, the employees are highly satisfied with facilities provided by the organization. The company has provided various labour welfare measures in order to satisfy the employees. This helps in improving the efficiency of the employees and achieve organizational goals.

6. Chi – square Analysis for labour welfare measures\* in association with Attrition level.

**Case Processing Summary**

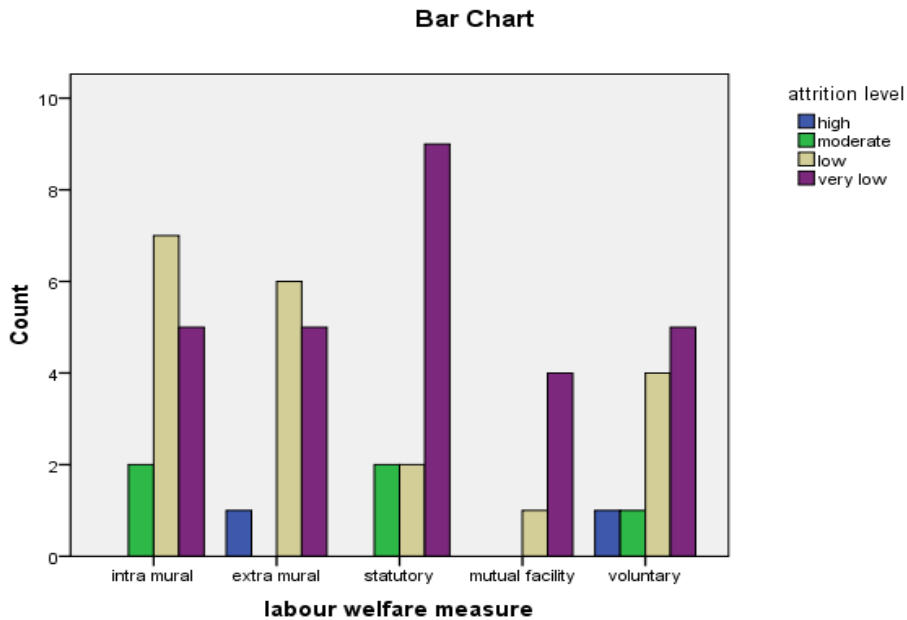
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
labour welfare measure * attrition level	55	100.0%	0	.0%	55	100.0%

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.179 <sup>a</sup>	12	.514
Likelihood Ratio	13.514	12	.333
Linear-by-Linear Association	.168	1	.682
N of Valid Cases	55		

a. 15 cells (75.0%) have expected count less than 5. The minimum expected count is .18.





**Conclusion**

**P Value = 0.514**

**Level of Significance = 0.05(5%)**

As the level of significance is lesser than p value, null hypothesis is accepted and alternate hypothesis is rejected. Therefore there is no significant association between labour welfare facilities provided and attrition rate.

**7. Chi – square Analysis for labour welfare measures\*stress free job.**

**labour welfare measure \* stress level Crosstabulation**

Count

		stress level				Total
		yes	no	may be	prefer not to say	
labour welfare measure	intra mural	7	2	4	1	14
	extra mural	6	1	5	0	12
	statutory	5	4	2	2	13
	mutual facility	0	1	3	1	5
	voluntary	7	2	2	0	11
Total		25	10	16	4	55

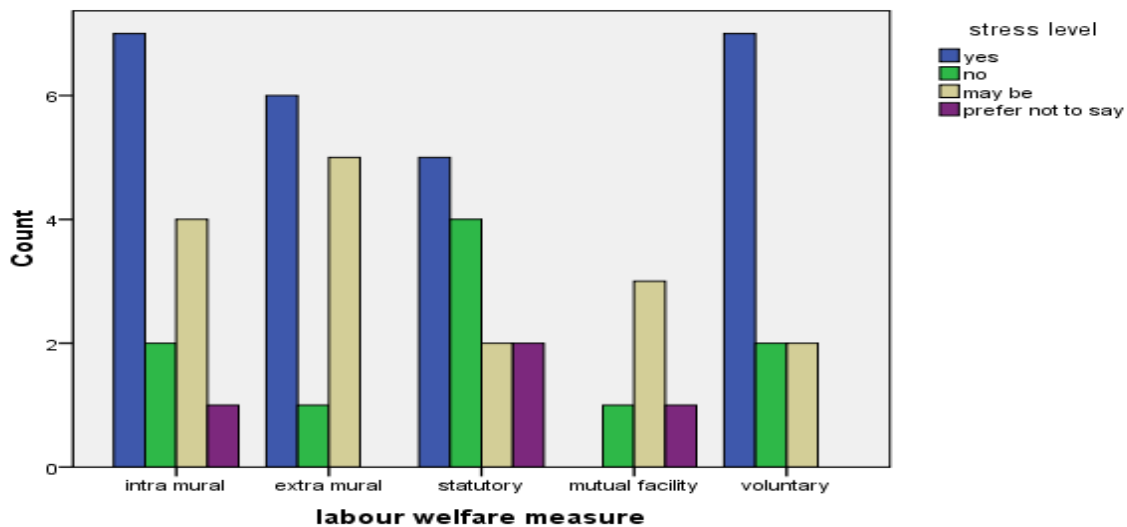


**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.778 <sup>a</sup>	12	.385
Likelihood Ratio	15.741	12	.203
Linear-by-Linear Association	.042	1	.838
N of Valid Cases	55		

a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is .36.

**Bar Chart**



**Conclusion**

**P value =0.385**

**Level of significance = 0.05 (5%)**

As the level of significance is lesser than p value, null hypothesis is accepted and alternate hypothesis is rejected. Therefore, there is no significant association between labour welfare facilities provided and stress-free job.

**FINDINGS**

- The company is offering good intra mural facilities to its employees and majority of the respondent’s opined that. The company is adhering to provide safe working conditions, safety measures, good layout of plant and machinery.
- From the study, majority of the respondents feels that the safety measures provided by company. They are of Fencing, safety equipments, fire alarm, safe drinking water facility, hazardous waste management unit, sanitization. Regular cleaning and sanitization of health care unit, canteen area and toilet area are done.
- It is found that the respondents feels that the housing allowance provided by the company. The company provides housing allowance so that employees will be able to afford better houses, which is a basic need of a human being.



- The study reveals that the company fulfills the required resources to achieve specific demand. Resources such as uninterrupted power supply, time, safety equipments, inventory, medical facility etc.
- It is known that majority of the respondents opine their job is stress free, since they will be provided with required time, equipment and plant facilities to reduce the stress level of the employees to complete the assigned task.
- It is found that majority of the respondents feels that there is very low attrition level in the company. Since most of them are located in close proximity and the company provides convenient cab facility, the employees are well paid, the work stress is low these reasons allows the employees to work in the company for a higher number of years.
- The study reveals that majority opine they have job security in their company. The company has provided various labour welfare measures in order to satisfy the employees. These help in improving the efficiency of the employees and achieve organizational goals.

## SUGGESTIONS

- Facilities are not well known by machine operators; hence measures should be taken to make them aware of them.
- The study shows that the company can improve its safety measures inside the plant.
- The study shows that it can be more flexible towards the labour unions.
- It shows that the company can improve the employer's contribution parameters like salary, working environment.
- From the study it shows that the company can hire more female employees.

## CONCLUSION

The effectiveness of the business and the productivity of the workforce are both increased by measures of labour welfare that help employees live richer, more satisfying lives. The idea of labour welfare is mostly founded on human principles, according to which every citizen has a right to work in a pleasant atmosphere free from health risks for an acceptable income, among other terms and conditions. The efficient operation of every organization depends heavily on having a contented workforce. Labor welfare programmes have a significant impact on all areas of human resources in an industrialized society, not only the labour force. The employer's welfare and safety measures will have a direct impact on the employee's health, physical and mental efficiency, alertness, morale, and overall efficiency, all of which will contribute to higher productivity. If an employee is happy, he or she will be a valuable asset to any organization because he or she will focus on his or her work and provide superior outcomes. An employee will be happy only when his needs are fulfilled. A happy workforce is the sole determinant of a country's development, particularly industrial expansion.

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