



## A Study on Labour Welfare Measures in Srinivasa Hatcheries Company Pvt. Ltd.

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### Abstract

*This research focuses on evaluating the labor welfare measures implemented at Srinivasa Hatcheries Company Pvt. Ltd., recognizing the significance of employee well-being in fostering a positive work environment. The study employs a comprehensive research design incorporating surveys, interviews, and organizational assessments to gauge the effectiveness and impact of existing welfare measures on the workforce. Key areas of investigation include health and safety initiatives, employee benefits, working conditions, and overall job satisfaction. The primary objective is to understand the extent to which the company's labor welfare initiatives contribute to employee satisfaction, retention, and overall organizational productivity. Additionally, the research aims to identify potential areas for enhancement in the existing welfare framework. The findings of this study have practical implications for Srinivasa Hatcheries Company Pvt. Ltd. and provide insights for other organizations seeking to optimize labor welfare strategies.*

**Keywords:** Labour Welfare Measures, Srinivasa Hatcheries Company Pvt. Ltd., Employee Well-being, Work Environment, Job Satisfaction, Employee Benefits, Health and Safety, Organizational Productivity, Human Resource Management.

### 1. Introduction

This chapter presents the importance and objectives of the study and presents the research methodology scope of the study, period and limitations of the study. Labour welfare works aim at providing such service facilities and amenities which enables the works employed in industrial or factories to perform their work in healthy, surrounding conducive to good health and high morale, the aim or objectives of welfare of activities is partly humanistic to enable the workers to enjoy a richer life [1]. Welfare is a corporate attitude or commitment reflected in the expressed care for the workers at all levels welfare is a commitment to the employers for their own sake of workers labour welfare is a comprehensive term including various services, benefits and facilities offered by the employer to the workers. The welfare amenities are extended to normal wages on other economic rewards available to worker's ad per the legal provision [2].

#### 1.1 Importance

Labour welfare measures improve the standard of living of workers, housing wages and other benefits which are bound to create a feeling of satisfaction among the workers. These factors more help in reducing the extent of labour turnover. Labour welfare in India has a special significance as constitute provides for the promotion of welfare of the labour for human condition of work and securing to all works. The various welfare measures provided by the employee will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the workers and there by contributing to the highest productivity [3].

#### 1.2 Statement of the Problem

It the employees are satisfied with the provided welfare measure the production will increase. The welfare measure is essential because of the nature of the industrial system. Today works are essential contributing to the growth of the organization [4].



### 1.3 Objectives of the Study

The following are the objectives of the study

- To study the labour welfare of the study measure provided at Srinivasa Hatcheries Pvt. Ltd.
- To analyze the opinion of the workers on labour welfare measures provided at Srinivasa Hatcheries Pvt. Ltd.

### 1.4 Scope of the Study

- The scope of study to understand the welfare measures adopted at Srinivasa Hatcheries Pvt.Ltd
- The study covers all the statutory welfare measures namely: canteen, washing facility, resting facility, sanitary and drinking water facility etc.

### 1.5 Research Methodology

Data Sources: - data is collected through primary and secondary sources.

- **Primary Data:** Primary data is collected from 60 employees through a structured. Questionnaire administrated personally during the weekends. Selection of employee is based on random sample at convenience. To draw inference, the data has been tabulated and analyzed by using the tally bars, percentages and pie charts.
- **Secondary Data:** The secondary data has been collected from various books, internet and company profile, journal, newspaper and he company Srinivasa Hatcheries Pvt.Ltd document.

**Statistical Tool to Be Applied:** Simple statistical techniques like simple percentage and pie charts, may be applied on data collected for the study [5].

### 1.6 Profile of the Respondent

- From the study it is found that 60% of the sample respondents are male.
- From the study it is found that 80% of the sample respondents are married.
- From the study it is found that 80% of the sample respondents are in the age group of 25-23 years.
- From the study it is found that 82% of the sample respondents are SSC standard.

### 1.7 Review of the Literature

A number of researchers have been conducted on employee health, safety and welfare. Due to shortage of time and resource, a review of all the past researchers done could not be mentioned in the research project. So a snapshot of some of the review is being presented.

#### **Johansson Anid Paranes (2002)**

Concluded that works have organized in trade union and parties to strengthen their efforts at improving work place health and safety; job conditions, working hours, wages, job contracts and social security [12].

#### **Nicholson (2002)**

Concluded that despite extensive legislation in the European Union, employees remain exposed to occupational risks and these is still a significant burden of work related ill health [13].

#### **Shawetal (2004)**

Concluded that after work place injuries, supervisors can play an important role in aiding workers, accessing health care services, and providing reasonable accommodation [14].

#### **Hasle and Limborg (2005)**

Concluded that small enterprises have special problems with the work environment, the risk is higher and the ability to control; the risk is lower. The scientific literature regarding preventive occupational health and safety activities in small enterprises in order to identity effective preventive approaches [15].

#### **Mishra and Bhagat (2007)**

Concluded that high rate of labour absenteeism in India Industries is indicative of the lack of commitment on part the work [16].

#### **Mc'ewen and Ritchie (2008)**

Indicated that management has the responsibility for employee & welfare at work and that an appropriate management structure to address safeties issues should be accessible. Previous studies in employee health, safety and welfare activities in an organization [17].

### 1.8 Limitations

- The period of the study is limited to one year



- There may be a chance of bias information from the workers
- It is restricted to 60 samples only.
- This study is related to labour welfare measures at Srinivasa Hatcheries Pvt.Ltd. only.
- No comparison is made with other companies

## 2. Company Profile

### Srinivasa Hatcheries Pvt Ltd:

This chapter deals with the profile of “Srinivasa Hatcheries Pvt Ltd” this is a reputed enterprise focused on developing luxurious gated communities with best of amenities [6].

#### 2.1 Firm Profile

Srinivasa Hatcheries Pvt Ltd Located at Plot No. 82 Kavuri Hills, phase 11, Madhapur, Hyderabad 500016. India. The firm was established in April 8, 1965 by Mr. Jagapathi Rao as a managing partner. Since the establishment it has been chief essays. Net one of the most trusted hatcheries firm in Hyderabad. It is classified as non – government Pvt Ltd registered by ISO 9001: 2015 for hatcheries and poultry firm [7].

#### 2.2 About Us

Srinivasa Hatcheries Private Limited is Located in Hyderabad, Telangana, India and is part of the poultry and egg production industry. Srinivasa Hatcheries Private Limited has 612 total employees across all of its located. There are 6 hatcheries private limited corporate family. We are the pioneers in poultry office. We are the pioneers in poultry business with 50 years of unmatched experience drivers by desire for excellence.

#### 2.3 Our Philosophy & Mission

- We have management of fly surveillance and control
- Optimizing egg size in commercial layers.
- Avian Urolithiasis
- Improve egg quality.
- Feed granulometry.
- Reducing heat stress.

#### 2.4 The New Residential Landmarks

- Srinivasa Farms Pvt. Ltd No 169, Road No 13A Jubilee Hills, Hyderabad.
- Srinivasa Farms Pvt. Ltd 40-59, 3rd Ln, Gayatri Nagar, Siddhartha Nagar, Vijayawada.

- Srinivasa Farms Pvt. Ltd D.No 54-13-7/A/1, Srinivasa House, Near & BI, Seethammadhara, Visakhapatnam.
- Srinivasa Farms Pvt Ltd. 20/1, 2nd floor, Esha Apartment PVR Street, Opposite Ayyappan Temple Mohanur road.

## 3. Labour Welfare Measure

This chapter deal with the theoretical background of “Srinivasa Hatcheries Pvt Ltd”, Labour welfare aim at providing such service facilities and amenities which enables the workers employed in industrial or factories to perform their work in healthy, congeal surrounding conducive to good health high morale, the aim or objectives of welfare of activities is partly humanistic to enable to the workers to enjoy richer life [8]. Welfare is a corporate attitude or commitment reflected in the expressed care for workers at all levels. Welfare is a commitment to the employers for their own sake of workers. Labour welfare is comprehensive term including various service, benefits and facilities offered by the employer o the workers. The welfare amenities are extended in additional to normal wages other economic rewords available to worker as per the legal provision [9].

### 3.1 Principles of Labour Welfare

The following are the principles of labour welfare [10, 11]:

**Principle of Adequacy of wages:** Labour has a right to adequate wages. But high wage alone cannot create healthy environment. At the same time welfare measures cannot be substituted or wages. A contribution of both wages and welfare measure would improve the worker’s satisfaction, moral and motivation.

**Principle of the social responsibility of industry:** According to the principle, industry has an obligation or duty towards it employees to look after their welfare. Labour welfare is also highlighted as a state policy in the directive principle of India constitution.

**Principle of efficiency:** Employers accept the responsibility for implementing such labour welfare measure which they con-wider will increase their efficiency.



**Principle of Re-personalization:** This is principle emphasizes the development of human of personality as the aim of welfare measure. Hence, necessary to implement labour welfare service both inside and outside the factory via intra- mutual and extra welfare services.

**Principle of Totality of welfare:** According the principle, the necessity of labour welfare must be felt and convinced by all the level of management. This requires deduction, retaining and re-orientation of manager at all levels.

**Principle of integration and co-ordination:** The co-ordinate approach is essential throughout the organization, so that full benefit is derived out of welfare measure, this come out of system approach where organization consists of sub-system integrated together as whole system.

**Principle of participation:** This underlying principle is the welfare measure must have support and consent of workers. In other words, it highlights the democratic principle of mutual consultation and mutual argument. Examples are committees for canteen, sports etc.

**Principle of Responsibility:** Both employees are responsible for labour welfare. No one can shirk his responsibilities. Trade union leader, as the worker's representatives must play a positive role in this aspect. They must co-operate measure without hampering the economic viability of establishment.

**Principle of Accountability:** For each of such welfare activities, management must identify persons responsible for carrying the same. Hel she must be given commensurate authority by delegation, having done that the management must evaluate periodically the progress and effectiveness of such welfare measure.

**Principle of Timeliness:** Welfare measure must be provided in time and when needed most untimely assistance is not only wasteful but antagonize the workers. This requires proper planning and control.

### 3.2 Objectives of Labour Welfare

- To give expression to philanthropies and paternalistic feelings.
- Win over employee's loyalty and increase their morale.

- To combat trade unionism and socialist ideas.
- To build up stable labour force, to reduce labour turnover and absenteeism.
- To developed efficiency and productivity among workers.
- To save oneself from heavy taxes on surplus profile.
- To earn goodwill and enhance public image.
- To reduce the threat of further government intervention.
- To make recruitment more effectively.

### 3.3 Types of Welfare Activities

The meaning of labour welfare may be made clearly by the activities which are referred to as welfare measure. A comprehensive list of welfare activities is given by "MORRTHY" in this monumental work on labour welfare. He divides welfare measures into two broad groups, namely:

- Welfare measures inside the work place.
- Welfare measures outside the work place. Each group includes the several activities.
- Welfare measures inside the work place.

#### Condition of the work Environment:

- Neighborhood safety and cleanliness, attention to approaches.
- Housekeeping up keeping of premises – compound wall lawns, gardens and so forth, egress and in ingress, passage and doors, white washing of walls and floor maintenance.
- Workshop (room) sanitation and cleanliness, temperature humidity ventilation, lighting, elimination of dust, smoke fumes, gases.
- Control of effluents.

**Convenience:** Urinals and lavatories, wash basins, bathrooms, provisions for spittoons, waste, disposal.

- Provision of drinking water, water coolers
- Canteens services full meal, mobile canteen.

**Workers health service:** Factory health center, dispensary, ambulances, emergency and medical examination for worker's health education.

**Women and child welfare:** Antenatal and postnatal care, maternity, aid creates and child care, women's general education, separate service for women workers i.e. Lunch room, urinals, restroom,



women's recreation, indoor game, strength nours games to be avoided during intervals of work [18].

**Worker's Recreation:** Indoor games, strength nours games to be avoided during intervals of works.

**Worker's education:** Reading room, circulating library, visual education, literary 7 classes, adult education, social education, daily news review, factory new bulletin, co-operation with workers in education service [19].

#### **Welfare measures outside the work place:**

- Housing, bachelor's quarter: family residence according to types and rooms.
- Water, sanitation, waste disposal.
- Road, lighting, parks, recreation, playground.
- School: nursery, primary, secondary and high school.
- Markets co-operatives consumer and credit societies.
- Bank.
- Transport.
- Communication: post, telegraph, telephone.

#### **4. Summary**

This chapter presents the detail theoretical background information about labour welfare measure at: "Srinivasa Hatcheries pvt.Ltd" It deals with the principle of labour welfare, objective, types of labour welfare and the welfare measures inside and outside the work places.

#### **5. Findings**

The analysis has been collected from the employees of "Srinivasa Hatcheries Pvt.Ltd". Through structural questionnaire, the study reveals that.

- From the study it is found that 60% of the sample respondents are male.
- From the study it is found that 80% of the sample respondents are married and are in the age group of 25-35 years.
- From the study it is found that 82% of the sample respondents are qualified till SSC.
- From the study it is found that 52% of the sample respondents are working in the organization since 5 – 10 years.
- From the study it is found that 100% of the sample respondents are satisfied with the measure for labour safety provided by the

company.

- From the study it is found 90% of the sample respondents are feel of secured.
- From the study it is found that 77% of the sample respondents are neither satisfied nor dissatisfied with the safety equipment provided by the company.
- From the study it is found that 60% of the works rate the provision a first aid services in the organization as good.
- From the study it is found that 57% of the workers are satisfied with the provision of bonus, payment in the organization.
- From the study it is found that 90% of the sample respondents are opined that they get regular increment.
- From the study it is found that 63% of the sample respondents are satisfied with the canteen facility.
- From the study it is found that 60% of the sample respondents are satisfied with the facilities of restroom.
- From the study it is found that 100% of the sample respondents are satisfied regarding the maternity leaves gives to the female workers.
- From the study it is found that 92% of the sample respondents are satisfied with the work environment.
- From the study it is found that 97% of the sample respondent are satisfied with the hygienic facilities.
- From the study it is found that 97% of the sample respondents are satisfied with the room facility.
- From the study it is found that 78% of the sample respondents are satisfied with the health Insurance provided.
- From the study it is found that 70% of the sample respondents are appreciated their work.
- From the study it is found that 78% of the sample respondents are said that the company is concerned for social welfare.

#### **Conclusions**

During the project work on the topic "labour welfare measures" provided at "Srinivasa Hatcheries Pvt.



Ltd, the following conclusions are drawn.

- It can be concluded that maximum respondents are male.
- It can be concluded that majority respondents are married.
- It can be concluded that majority of the respondents are in the age group of 25 – 35 years.
- It can be concluded that majority of the respondents has studied up to SSC.
- It can be concluded that maximum respondents are working in Srinivasa Company since 5-10 years.
- Thus, it can be concluded that majority of the respondent agrees that the company takes measures for labour safety.
- It can be concluded that the majority of the respondents are satisfied with regards to the security.
- It can be concluded that maximum respondents are satisfied regarding safety equipment's.
- It can be concluded that maximum respondents find first aid services as good.
- It can be concluded that maximum of the respondents is satisfied with the bonus,
- It can be concluded that majority of the respondents opined that there is regular increment.
- It can be concluded that maximum of the respondents, find that canteen facility is neither good nor bad.
- It can be concluded that maximum of the respondents find restroom facility is very good.
- It can be concluded that majority of the respondents are opined that they provide maternity leaves to female.
- It can be concluded that the majority of the respondent's rate work environment as good.
- It can be concluded that majority of the respondents are satisfied with hygienic facilities provided.
- It can be concluded that the majority of respondents opined that the room facilities will provided by the company.

- It can be concluded that the maximum respondents are opined that they provided health services.
- It can be concluded that the maximum respondents are received proper appreciation for their work.
- It can be concluded that the maximum respondents are satisfied with their relationship with subordinates.
- It can be concluded that the maximum respondents work is related to standing heavy work.
- It can be concluded that the maximum respondents opined that works challenging.
- It can be concluded that the maximum respondents are comfortable with that working environment.
- It can be concluded that maximum respondents are satisfied with the insurance facilities.
- It can be concluded that maximum of the respondents finds shift things to be flexible.
- It can be concluded that maximum respondents have opined that the organization concerned about social welfare.

### Suggestions

- It is suggested safety measures and safety equipment should be improved and maintained.
- Work environment should be improved by providing proper rest room and canteen facilities.

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