

A Study On Labour Welfare Measures In The Erode District Co-Operative Milkproducersunion Limited.

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ABSTRACT A study on welfare measures in the erode district co-operative milk Producer union limited. It has developed by the employee welfare facilities are different. Topics to be discussed in the project they are employee working environment for the Organization, safety for employee welfare, job satisfaction and development of employee for the organization. The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. They are providing facilities for more level of employees to desire the highly satisfied 60%, 30% of employee will be acceptance in the satisfied categories. The research selected a sample size of 50 employee in erode district co-operative milk producer union limited. The employee satisfied with the selection for the percentage to calculate the chi-square analysis to using the research process. The purpose of this paper is to present the result of a survey on the attitude and behavior of employee towards the various level of satisfied categories will be applied for the erode district milk producer Union limited.

I. Introduction To Aavin Milk

Aavin is a stable feature of goodness in every household. For over 15 years, the Tamil Nadu co-operative milk producers' federation Ltd., in Madras has been sewing the growing dairy product requirements of families all over India. Aavin is get entered in the 21st century with a delicious gamut of hygienically. Prepared dairy from the state of the art production plants from all over the state. Bringing together and utilizing the finest milk from 17 district co-operative produces unions.

II. THE DAIRY OPERATION

Roughly 10.182 villages' dairy co-operatives societies made up to 24.5 lake dairy farmers pour milk every morning and every evening. In order to process the milk and send it for further processing and marketing to the other 19 dairies. The mil is speedily and hygienically transported to 41 milk chilling centers located at strategic locations in the state. 180 two road milk tankers and 20 rail milk tankers approximately 16.00lakh liters of milk each day. The current processing capacity amounts to 20.59lakh liter per day. 22 lake consumers with milk twice a day. The federation counts 7000 employees with all these activities, Aavin 2001-2002 sales turn over touched Rs.234.75crore with a prosecuted profit of 6.59crores.

Objective of the study:

- To study the level of satisfaction of labour regarding welfare measure at erode district co-operative milk producer union limited.
- To know the working environment of employees in the organization.

LIMITATION

- The following are the limitation faced by the researcher during the period of study
- Due to time constrains an in-depth enquiry could not be conducted.

III. RESEARCH METHODOLOGY

Research methodology generally refers to the systematic procedure carried out in any project or research study. Methodology gives a clear picture of suitable classification and service of the different stages of the study as to arrive at a poor manifestation of the objective, limitation of the study.

REVIEW OF LITERATURE

Caroline Woodlot (1996)

In his research he studied the occupational safety and health factors in the working situation, where managing safety aimed at supervisors and managers level and working safety, aimed at junior staff level and the reports concluded with positive feedback.

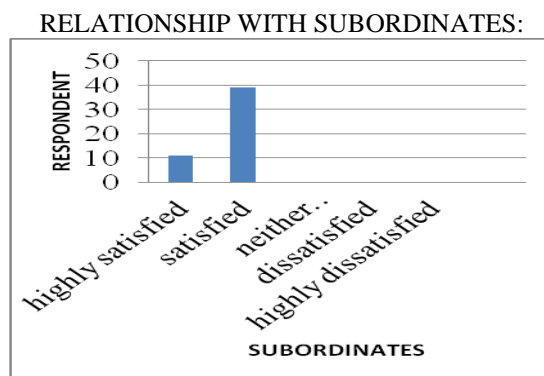
Mark Cooper (1998)

In his research he studied the role and importance of the training programmed conducted mainly for employment near hazardous process and training for controlling risk to the workers, which helps in promoting safe behavior and reducing the human error in the work place. And the articles concluded by arguing that risk assessment should become the integral part of the trainingProgrammed.

IV. Saiyed N and Tiwari R (2004)

“National institution of occupational health”India being a developing nation is faced with traditional public health problems likecommunicable diseases, malnutrition, poor environmental sanitation and inadequate medical care. However, globalization and rapid industrial growth in the last few years has resulted in emergence of occupational health related issues. Agriculture (cultivators i.e. land owners+ agriculture laborers) is the main occupation in India giving employment to about 58% of the people. The major occupational diseases/morbidity of concern in India are silicosis, muscular-skeletal injuries, coal workers' pneumoconiosis, chronic obstructive lung diseases, asbestosis, byssinosis, pesticide poisoning and noise induced hearing loss. There are many agencies like National Institute of Occupational Health, Industrial Toxicology Research Centre, Central Labor Institute, etc. are working on researchable issues like Asbestos and asbestos related diseases, Pesticide poisoning, Silica related diseases other than silicosis and Musculoskeletal disorders. Still much more is to be done for improving the occupational health research. The measures such as creation of advanced research facilities, human resources development, creation of environmental and occupational health cells and development of database and information system should be taken.

Factors	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Relationship with subordinates	11	39	00	00	00



Chi-square test:

Hypothesis:

H0: There is no relationship between age and employees satisfaction

H1: There is relationship between age and employees satisfaction

age of the respondent * relationship with respondent Crosstabulation

Count	relationship with respondent		Total

		highly dissatisfied	dissatisfied	neither satisfied or nor dissatisfied	satisfied	highly satisfied	
age of the respondent	below25	0	0	2	0	0	2
	25-35	0	0	2	12	6	20
	35-45	0	1	4	4	8	17
	above45	1	1	2	2	5	11
Total		1	2	10	18	19	50

Chi-Square Tests

	Value	df	Asymp. Sig. (2- sided)
Pearson Chi-Square	20.062 ^a	12	.066
Likelihood Ratio	18.526	12	.101
Linear-by-Linear Association	.066	1	.798
N of Valid Cases	50		

a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is .04.

V. INTERPRETATION

Since $20.062 < 21.026$ we accept the H_0 (Null hypothesis). There is no relationship between the age and employees satisfaction.

FINDINGS:

- From the present study, it is found that 78% of the respondents are satisfied in the relationship with subordinates.
- It is found from the analysis that 66% of the respondents are highly satisfied in canteen facilities.

SUGGESTIONS

- The management may convert satisfactory into highly satisfactory.
- The Employees like to have canteen facility from a company
- Relationship with subordinates likes to have the satisfied.

VI. CONCLUSION:

This study about labour welfare measure in milk producer co-operative union limited. The organization shows the great deal of transparency in decision making and shares information across levels. The management believes in having a participative approach to decision making .There is enough autonomy to perform one's job .also the organization enough scope for personal and professional growth. The leadership of the organization is approachable and sensitive to the needs of the employee. At the same time there are roles and responsibilities to be performed and each one is held accountable for work.

The labour welfare can become conducive to develop potential and competency of the employees and provide opportunities for fulfillment. I conclude that "highly satisfied the labour welfare in the aavin milk industry".

REFERENCE:

www.google.co.in
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Books:

Research Methodology by Kothari
 Research Methodology by umasekaran
 Research Methodology-Cooper