



Welfare Management For Employee

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Abstract :-

Labour welfare means provides minimum facilities like health, food, clothing, housing, medical assistance, education, Insurance, job security and recreation to employee. According to Todd " employee welfare means anything done for the comfort and improvement intellectual or social of the employees over and above the wages paid which is not a necessity of the industry.

Employee welfare define as efforts to make life worth living for work men. It refers to the betterment for employees. It is comprehensive term including various services benefits and facilities offer to employees by the employer. There are lots of acts which are passed by the government for the Welfare of the employees.

Keywords - Employee, Welfare, Philanthropic, Insurance

Objectives:-

To enhance the knowledge of labour condition in India.

What are initiatives taken by government of India for the Welfare of labour.

How to improve employer employee relationship in an organisation.

How to create a motivational environment within an organisation.

Research Methodology:-

I have taken when the secondary data for this article like books magazine journal newspaper etc.

Literature Review:-

Penumala William carey suggested that pay should be hiked and life insurance and beauty clinics should be added.

T. Lokitha and Dr A M Mahaboob Basha focused on impact of welfare plicy on Individual employee.

Raveesha Chadha and Jai Mishra focused on physical /social /intellectual Welfare.

Introduction -

Employee welfare refers to taking care of the well being workers by employers, trade unions, Government and Non governmental organisations.

Concept of labour welfare:-

- 1. Humanitarian Aspect-** it aims at providing healthy and tension free work environment and quality of life with self respect and dignity of labour.
- 2. Economic Aspect:-** it is your dad financially a worker is reasonably sound to maintain himself or herself and family with dignity and self respect.
- 3. Civic Aspect -** it has got a high significance as it aims at developing a sense of respect, love, regard and affection between employers and employees and among employees.
- 4. Future Aspect -** it gives workers a feeling and assurance of a secure save and bright future with professional growth and career advancement.

Theories of labour welfare -

1. The police theory - this theory is based on the contention that a minimum standard of welfare is necessary for labourers. This theory assumes that man is selfish and self-centred. If men are in advantageous position he uses it for his own advantage. According to this theory owners and managers of industrial undertakings get many opportunities. The Welfare state has to prevent this kind of exploitation.

The Religious Theory - according to this theory the man is essentially religious animal. This theory says that any good work is considered as investment. Some people take up welfare work in a spirit of Atonement for their sins. Man is Primarily concerned with his own welfare and only secondarily with the Welfare of others. The religious basis of welfare however cannot be rational.

The Philanthropic Theory - This theories is based on men's love for mankind. Man is believed to have an instinctive urge by which he strives to remove the sufferings of others and promote their well being. This drive may be a rather powerful one and may impel him to perform Noble sacrifices.

Trusteeship Theory - according to this theory the Industrialist or employer holds the total Industrial estate, properties and profit. Workers are like minors. They are ignorant because of lack of education and are not able to look after their own interests.

The Placating Theory- According to this theory timely and periodical acts of labour welfare can appease the workers. They are some kind of pacifiers by way of friendly gestures. Sincerity maybe lacking in this program. Psychologically this theory unsound through it has often been acted upon to secure the workers cooperation.

The public relations theory - this theory provides the basis for an atmosphere of goodwill between labour and management and also within management and the public.

Historical development of labour welfare in India.

Pre Independence Era -

After the abolishment of slavery in 1833 the concept of labour welfare came to India after 1837.

Apprentices act of 1850 was controlling labour welfare activities in a broader way.

Fatal accident act 1953

Merchant shipping act 1859

Indian Factories Act 1881

The first cotton mill in India was set up in 1850

The establishment of ILO in 1919

In 1931 Royal Commission on labour was set up leading to formation of Congress Ministries.

After independence era-

Provision of provident fund was introduced.

Provision of amenities such as canteen, creches, rest centres, washing facilities, medical aid.

The Indian factories act 1948 made it mandatory to appoint qualified labour welfare officer.

Mines act 1952, Plantation Act 1951, Bidi and cigar workers act 1966 and contract labour act 1970 was passed.

Employee State Insurance Act was brought into being in 1948.

In 1947 the International Labour Organisation laid down the framework of labour welfare and also spelt out the services and Amenities which should be included in this framework. The services related to the provision of canteen rest and recreational facilities and sanitary and medical facilities arrangement for travel.

Employee welfare agencies -

central government

State government

Employers

Trade unions

Conclusion-

Labour welfare means that's what to make like worth living for workmen. We can see they are lots of welfare schemes are running by government. Instead of those there should be more welfare schemes should be run.

The relationship between employee and employer employer and labour Union should be smooth. This can create the Peaceful environment under the industry.

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