

## **Role of Industry and Corporate toward Protecting Employee's Welfares**

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In world politics, administration, governance and managements, nothing would be possible and nothing could be done without role and participation of human resources, because they are being as a major part and elements in all industries growth and development. In every initiative ,policy making and decision making human resources are one of the inevitable and indispensable part in the all industries and corporate companies, surely and purely all responsibilities ,value ,reputations ,glory and other developmental oriented accountabilities are being shouldered by the human resource so, their rights, duties ,needs and necessities must be preserved and protected without any deficiencies. Best companies and industries would be having best employees thereby it will able to achieve and attain all its needs and out comes toward projecting its name at and maid of several competitors. Every success ,growth and progress of industries must be impacted and impinged in both industries and employees career and life without any reason and story ,most of capitalist ,industrialist and proprietors are defending on the work of labours with an interest to get good name ,reputation and popularity at several competitor's marketing places. Human resources are generally called in usual phrase as a labour and labourers their role and participation in world available industries and companies are getting numerous success, awards and other prizes by introducing new products at marketing places .So, all companies are able to make success and victory in its products which is made and produced by its

employees thereby popularity and advertisement are popularised at nook and corner of the world administrations. Success and victory are depending upon the hard and diligent work of the employees and workers, whose rights must be guarded, respected and promoted further to develop products and growth ratio more than its competitors products. Due to sound and strong motivational offerings and gifts by managements to its employees are likelihood to work more than expectations and anticipations of industries and companies ,their ambitions and goals on increasing of productions and working hard must be unabated without any frustration and disguise because, human resources are most essential and needful one in terms lifting all types of companies from its unexpected losses and also promote and increase its production ratio as an equivalent to other company's products growth rate .On other hand human resources are highly respected and treated fairly in all angle of business and other developmental growth without any bias and partiality ,opposite to this sentence and meaning in present days labours and workers are suffering and facing huge maltreatment from the managements and managing directors ,on account of giving salary to its labours their rights and life are not properly cared and protected during the working hours ,this leads to make feel them in negative ways and want to work for salary than company's growth. So, their life and needs must be cared by all institutions with an interest to augment its growth, good name, popularity and glory at the places of general markets and places. Most of owners are not respecting their employees rights and life since they are giving work to them ,it makes them to work for just to get salary than voluntarily working nature, labours are being perceived and understood by all managements as slaveries on account of they are getting job in particular companies.

**Keywords:** Development, Growth, Goal Reaching, Success Making and Promoting of labourer's Welfares

## **Introduction**

As soon as employees are joined in all companies have to give work to execute timely and regularly at the same time their rights and needs must be protected by its companies according its annual products and sales rate ,its results must been seen in employees career growth and economic growth ,if there is growth in company 's life rather than labourer's life it would be felt that improper developments and disproportional developments ,which will put labours at depressed conditions without any interest to work for its companies growth .So, in all companies their needs, necessities and career must be cared properly according its growth rate with an interest ameliorate and expand its manufacturing styles and sales ratio at several competitive marketing places. At any cost human resource should not be suppressed, tortured and maltreated by the managements if they are not able to perform real and extra tasks because, in several companies labours are treated improperly and unpleasantly by the management authorities with an interest to get more work from the actual work doers, revenge unlike labours and sack away from the job.

## **Women's situation in industries**

Obviously ,male people are being dominated and treated illegally by the same fellow male people and authority in all areas of business and commerce so, female situation in all working places seemed to be so cruel and awful ,their bosses and higher officers are giving more work to them with an interest to enslave to the management ,workers are made slave by all management on account of giving job and salary .On other hand women are facing several problems both psychologically and physiologically in terms of executing their work and sustaining dignity, some of managements are luring women's candidates by giving more salary and more work ,means they will bend to management's interest when they are not able to execute their work so their life would be spoiled by the managements. To attract women people management

used to give lot of work they will be flexible to that management when they could not do given work, this is a strategy and trend has been in practise in all walk of management's career. On jealousy ways women people will be sacked away from their job when they are not obey to same women officers who are fit to the managements authority, some of women in all industries would be loyal and flexible to their boss they will indicate and refer the mistakes and blunders of same women officers to the management authority, even some of women labour is doing their job properly thy will be betrayed to the management authority on account of interpersonal conflict and jealousy issues. Still there are several issues are hidden in nook and corner of all places which needs to be revealed properly to protect women's life in all working places such as industries ,companies and other manufacturing areas. Women's energy and work is used properly and perfectly in all places and industries despite they could not work happily and freely due to men's staff torture, suppression and dominating characters, on other hand women are facing lot of problems by same women staffs in all places with an interest to get good name and reward from the management's authority.

### **Increase of Commodities prices**

An increase in real wages, welcome though, does not reflect the reality because it excludes the losses through unemployment and underemployment during the depression. Furthermore, it also overlooks the fact that the employers often raised the prices of food articles sold at the factory shop with a view to depress the wages of workers. It also ignores the system of factory punishment which enabled the management to make wage deductions, quite arbitrarily. It can, therefore, be safely concluded that although the real wages rose in the inter-war period, yet the rise was not as high as is generally supposed. The Second World War was a period of inflationary rise in prices. Although wages were somewhat increased; an additional dearness allowance was also sanctioned, yet the ever-soaring prices raised the cost of living and reduced the real wages.

According to a U.N. Survey, average annual money earnings in rupees in British India rose from Rs. 287.5 in 1939 to Rs. 595.5 in 1945—an increase of 107%. But even this spectacular increase in money wages did not compensate the workers for the steady rise in the cost of living, the index having risen to 277 in 1945. Real wages, consequently, registered a sharp decline. Prices continued to rise even after the war was over. The cost of living index rose from 100 in 1945 to 138 in 1949; money earnings from 100.3 in 1945 to 168.5 in 1949 but the index of real earnings rose from 100.3 in 1945 to 122.1 in 1949 (1944 = 100).

Although the real earnings of factory employees, thus, increased by 22% between 1944 — 49 but they were still 7% below the pre-war level. Industry wise, the highest increase was recorded by chemicals and dyes and the lowest in the ordinance factories. Province-wise, workers gained the most in Orissa and the least in the Punjab. The broad picture which emerges of the war and post-war period is that real earnings started declining from the year 1940, reaching rock bottom in 1943 when they were 33% below the 1939 level. By 1945, they picked up a little but steady recovery took place after Independence only on account of the upward revision of wages granted by Industrial Tribunals. However, the loss in real earnings that had taken place during the war had not been recouped by 1951, real earnings being still 7.8% below the 1939 level.

### **Labour's Crisis during corona time**

As the Covid-19 vaccination drive gains momentum in India, the health crisis of the pandemic will soon begin to subside. But the economic fallout from the lockdowns is here to stay. The biggest challenge facing India on this front is that of unemployment. While the problem is not new for the country, the impact of Covid-19 pandemic has further accentuated it. Estimates by the Centre for Monitoring Indian Economy, which provides the most frequent unemployment statistics in India, show that around 403.5

million Indians were a part of the workforce and about 35 million were unemployed before the Covid-19 crisis. Each year about 10 million new entrants also join the workforce. However, by January 2021, only 400 million Indians were employed. Thus, not only has the market been dismal for the new job seekers, but millions of people have lost employment as well. It can be estimated that somewhere between 40 to 45 million people today must be unemployed in India. And this number does not capture the true extent of unemployment in the country. Given India's level of economic development and lack of social security benefits, relatively few people can afford to stay unemployed. So, there is bound to be a significant prevalence of disguised unemployment, that is, people are working below their potential. Further, people are only termed unemployed if they are looking for a job and cannot find one. But not everyone who enters the working age population seeks a job. There could be a variety of reasons why this could be the case, but cultural norms and safety in general dictate that women participation in labour force is quite low in India. In fact, ILO estimates show that India's female labour force participation is not only lower than the world average but has declined by 6.9 percentage points between 1990 and 2016. Similarly, even men can become discouraged to look for jobs, albeit to a lesser extent, if prospects are too bleak. In 2018-19, the overall labour force participation rate for India stood at 37.5 per cent. It was much lower for the 15-24 age groups at 27.39 per cent. So, the unemployment statistics do not reflect the true extent of people who are unable to work at their full potential. The Covid-19 pandemic has only added to the concern.

These factors will add to the long-term decline in the labour share of national income. The data from Annual Survey of Industries shows that between 2000-01 to 2015-16, labour productivity had an average growth rate of 2.8 per cent while real wage grew at an average of 0.9 per cent. The decoupling of productivity and wages will further widen due to the pandemic. A recent study

by Princeton's Steven Strauss has argued how industry concentration will increase in the post-pandemic.

Effective communication is the key to achieve great heights in the modern world. One can make his/ her task 100 percent more effective, if there is a clear communication between people working in a particular sector and people of different sectors. Hence, special and explicit attention on effective communication within and outside an industry must be given. The transactions must be clear and precise with no scope of confusion and it should be such which creates no confusion amongst industries, cash transactions are very important as it's all about cash which every industry works for. Trust should never be compromised on and must always be maintained no matter what. Industries must always be faithful to whatever they commit to one another in any circumstances; "frustration scenario" however is any day an exception to this. Companies should work by maintaining good contacts with other companies so that their overall production is on the higher side. Friendly relations with other companies helps in better functioning as then companies get to have better output as then there are more minds working upon an agenda hence better sharing of ideas takes place.

## **Conclusion**

Irrespective of designation, salary ranges ,social status ,economic affluence ,management and authority has to treat employees equally and fairly ,needs to respect their rights in a dignified ways without any partiality and bias ,worker's social, economical and political rights must be properly preserved and protected though they come late and not able to do assigned duty ,needs and necessities of them must be protected fairly and surely in all companies as they able to care their family welfare and issues ,on other hand annually salary must be hiked and increased according to the ratio and growth of industries and companies ,necessary entertainment and amusement activities and

programme needs to be done and arranged for their happiness and convivial ,if all companies follow these aspects surely industries' growth will jump over its normal range of growth.

- Salary must be given in all industries according to the labour's work
- Extra salary must be given to the workers when they do extra work
- Partiality on employees must be avoided in all companies
- Motivating single person must be avoided which will disintegrate team spirit
- Management has to follow fair treatment over all employees without bias
- Management has to make team activities than individual work
- Frequently motivating gift and offerings must be given to the labours when they work extordinaly
- Enough attention must be paid on employee's welfare
- Good planning and decision making must be done in all managements to execute work timely than blaming labours
- Management needs to show adequate focus on labour's career and survival growth
- Management has to offer benefits and welfares facilities timely to help employs family
- Management has to give job security and safety to every worker until they get retirement
- Until they do work management has to care and look after their welfare to save their family's needs without any flaw.

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