



A RESEARCH ON OPINIONS ON WORKING CONDITIONS OF LABOR IN A LABOR INTENSIVE ORGANIZATION

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Abstract

India is the second largest populated nation in the World. Though, it is treated as one of the fastest developing countries, with rising GDP, the nature of Industries in India is traditional and Labor-Intensive in the majority. Study of working Conditions especially in the Labor Intensive Organizations is an interesting exercise. With the help of personal visits and observations along with opinions collected from workmen the research work can be conducted. The present research paper is an outcome of the first hand study about the opinions expressed by labor on their working conditions in a Pune based Labor Intensive Organization.

Keywords – On Job training, Safety Equipments, Welfare facilities, employee records and Employee Awards



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Research Methodology - Primary data with a questionnaire and analysis, secondary data, reference books on HR.

Introduction

India is an over populated country having distinctive features like lack of education leading to unawareness and unaffordability of good personal health. Moreover, the nature of industries is changing and practically in every industry automation and production on mass scale is increasing year after year. This has led to a threat to the very employment, risk of accidents and the stress on employer, employee relations. Labor-intensive organizations were a main characteristic feature of Industries in India which are particularly likely to face the ill effects of these advancements. The present research paper is an outcome of the first hand study about the opinions expressed by labor on their working conditions in a Pune based Labor Intensive Organization.

Importance of Study

India is looked upon as not only one of the top developing nations in the world but also as the leader in the Asian continent on various counts rising quantum of GDP, rapid urbanization, over population of masses, mounting pressure of poverty, illiteracy and socio-economic backwardness as resulted into a challenging scenario on the other hand. In theory

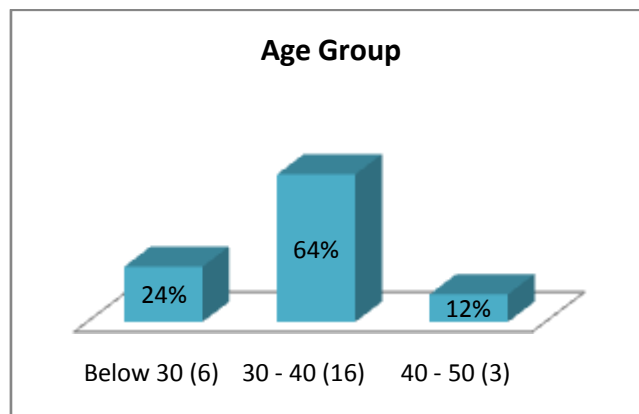
given by reference books, it is identified that there are a number of labor laws protecting the interests of the laborers. The Factories Act, 1948 has made elaborate provisions for the working conditions and welfare facilities of the laborers. Other laws like Payment of Wages Act, Bonus Act, Workmen's Compensation Etc. are supporting the same. Particularly in case of Labor Intensive Manufacturing Organizations, the working conditions of the laborers are very important. Hence, it is pertinent to study the working conditions particularly of the labor intensive organizations.

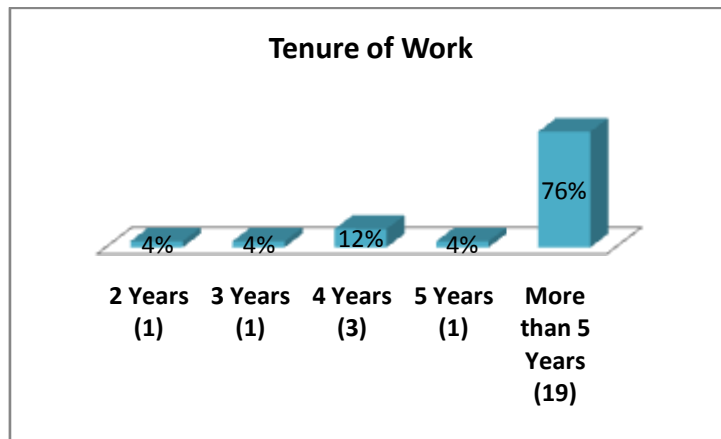
In the present study, keeping in view the labor-intensive nature of a Labor-Intensive Organization, the researchers paid visits to observe the actual working conditions of the laborers and to understand the extent of level of satisfaction through the opinions of the laborers.

Collection and analysis of the primary data

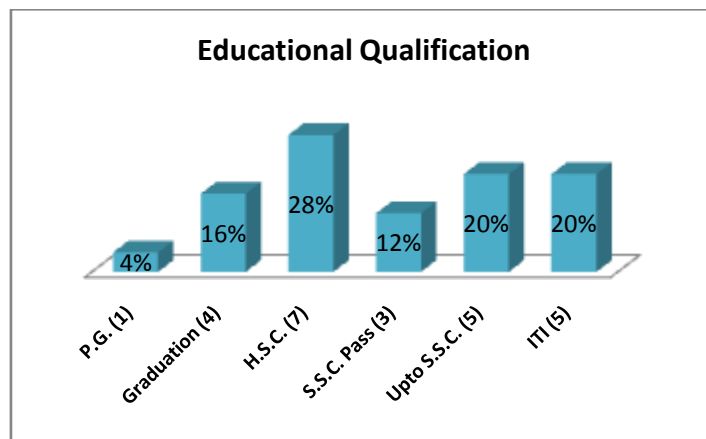
In order to get the exact feelings of the laborers working at this organization a questionnaire consisting of 13 objective questions was prepared and executed in person. Out of the total employees a stratified sample of 25 employees was selected. Care was taken to have representation of employee working in production department, packing, maintenance and other departments. Following are the main observations of the data collected and analyzed:

1. **Age Group** - From the sample selected, it was observed that majority (64%) of the respondents are between the age group 30 – 40. This means, they are seasoned employees but yet have a long path of career to travel. Majority of the respondents have completed at least 5 years tenure of work in this organization.

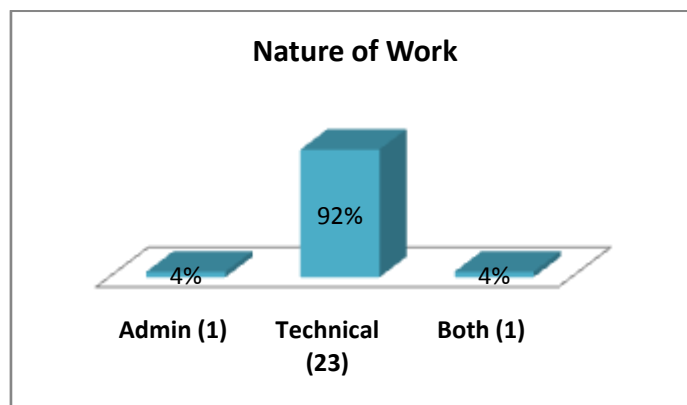




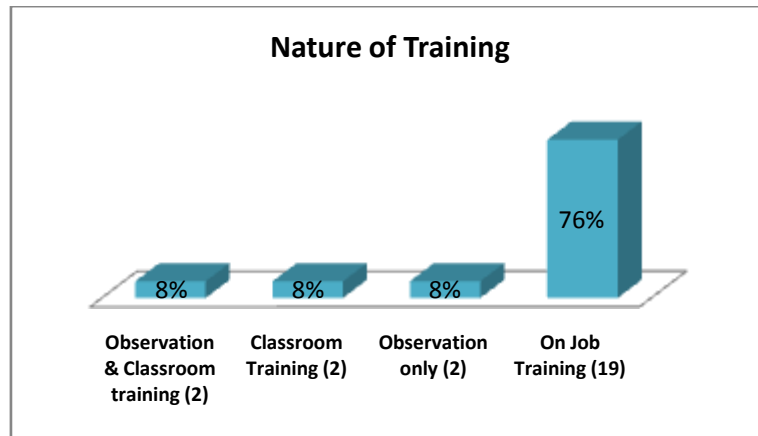
2. **Educational Qualifications** – The sample selected for this research shows that the majority of the respondents have taken formal education only up to standard 12th i.e. H.S.C. Very few of them have done graduation. Still a significant size has acquired technical qualifications like ITI even.



3. **Nature of Work** – It is observed from the respondents that a majority of them have the nature of their work as technical and related to machines. This labor intensive organization however, is in the processed food industry involving skills and physical risk factors.

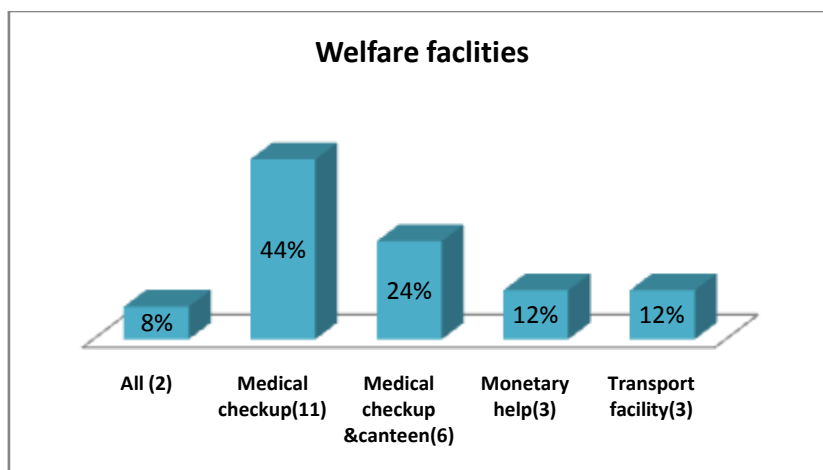


4. **Nature of training** – Training is an essential part for the establishment and advancement in an industrial organization. In case of this labor-intensive organization majority (76%) of the respondents have expressed that on the Job training is the method of training regularly imparted to them. Besides, some others expressed the classroom training also being imparted to them. Majority of the respondents feel that, such training provided to them is useful for updating their knowledge and skills.



5. **Working hours** – It was expressed by a majority (80%) of the respondents that 8 hours of working daily is the common practice in this organization. However, a majority of them are working in changing shifts.

6. **Labor Welfare facilities** - It was opined by a majority of the respondents that Regular Medical Checkup and good canteen facilities are the attractive Labor Welfare facilities, provided to them.



7. **Safety Measures** – In case of labor-intensive organizations, safety measures of every human being is quite important. When enquired majority of the respondents agreed that sufficient safety measures like first aid boxes, safety equipments, safety board's etc., are

provided. Specific Safety training and seminars are also held in this organization. In short, safety, a matter of concern is very well looked after in this organization.

8. **Employee records** - All the respondents replied for the regular employee records as daily attendance being maintained in the factory. Besides that, some expressed about leave records and other HR reports also, positively.
9. **Employee Awards / Rewarding system** - Recognition of labor, in any form is an important step for the success of labor intensive organization. Employee Awards and Special Recognition, Performance linked bonus are some of the initiatives well established in the HR practices of this organization. It was observed that majority of the employees are satisfied about the same.

Main Findings and Observations

On the basis of the personal visits to this labor-intensive organization and the data collected by the researchers, the following main findings and observations are noted:

1. This labor-intensive organization is maintained neat, clean and tidy.
2. The importance of time factor, discipline is well maintained through different departments.
3. Safety measures like safety equipments, protection of machines with guards, laying down of safety lines and posting of safety awareness posters is seen in every department.
4. Workers have expressed their overall satisfaction about the working conditions in their departments and more so about the congenial atmosphere of working conditions with healthy inter personal relations among them.
5. This labor intensive-organization has bagged many prizes and standards of national and international repute.

Epilogue

Indian working population is under stress of employability in modern times. Working at labor-intensive organizations has changed a lot, especially in the 21st century in terms of automation, sophistication and work culture. The present study of labor intensive organization was an attempt to understand the actual practices followed and the opinions of the labor force on site. Personal visits, interaction and analysis of opinions expressed has confirmed that with mature leadership and pragmatic approach towards the workforce

treating laborers as an asset to the organization has its direct impact on healthy, congenial atmosphere resulting in the prosperity of the organization.

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