

Study of Workers in Small Scale Industries

Pratima Bais

Department of Economics
Dr. C. V. Raman University
Kota Bilaspur(C.G.)-India

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Abstract

In any industry, labor welfare and social security have its special significance. If labor welfare and social security schemes are implemented correctly in the company, then the workers are engaged in the work and if the work is not implemented properly then the work starts to work out. Today, when the laborer is only living as a wage earner and when the labor here is trying to get rid of industrial livelihood as a necessary evil, Labor welfare and social security have become very important. Through labor welfare and social security, we can not only mobilize appropriate and necessary amenities for the human life of workers, but also develop a sense of civil liability in them.

Keywords: Labour welfare, Economic development

1 Introduction

Having industries in any country is an indicator of its progress. Industry, labor, labor and management have a very important role in the progress of the country. Today's industrial progress is completely dependent on workers. Current industrial unrest is a serious problem of the world. The history of labor struggle is nothing for the demands of workers for their interests by the workers.

After independence, in the four-cornered development of the country where we have brought it into the line of developing nations, many problems have arisen in our country. Among these problems, some problems of the workers are of such categories, whose development is dark due to poverty, economic conditions, large families and loans. Workers have to work more hours in unhealthy environments. In the name of entertainment, they have to resort to gambling, liquor etc. Due to

low income and low levels of living conditions, their health and weaknesses are very low. If adequate facilities are provided to the workers, then the workers remain satisfied and the industrial peace remains. In the context of today's transformational human relations, industrial responsibility and state policy, workers are not only given the wages, but also the responsibility of their welfare, work satisfaction, motivation, development of formal and human relations would also be important to industry, government and society.

According to late Shri Rajiv Gandhi -

"To move the country towards the 21st century it is absolutely essential that our labor is organized, disciplined and trained. We cannot move forward without the satisfaction of labor, so the minimum wage for workers should be determined mandatory. It is also important for the development that the principle of participation of workers in the management of all the PSUs should be implemented inevitably. The simulating the principles of the Sevvariya administration will be helpful in establishing a cozy industrial relations. "

By assigning their work area and position to an organization or plant employee, their work, obligations, rights and relations are clearly explained, then such organization is called a formal organization. In this type of organization, the rules, procedures and methods of working order are strictly followed. According to the rules of the workers and workers organization employed in the organization, they behave with each other.

Labor Welfare work was started with the Industrial Revolution. The development of labor welfare work in the current century, due to the progress of industrialization and the adoption of innovative technology, the introduction of the factory system. The modern welfare work is the result of the movement and human vision being run for better and more efficient management in the industry. After World War II, the importance of governments was experienced on this subject.

Labor welfare work in India is only after the second world war. Generally, work related to the intellectual, physical, ethical and economic development of workers is included in the labor welfare activities.

2 Objectives of the study

The main objective of this study is to obtain information regarding the social, economic condition of the workers working in Small scale industry under which study of caste, age, education and income level and satisfaction of work in the workers working in the industry

Research technology

Field of study: Raipur, Chhattisgarh is the largest city in the state, and also the capital of the newly built state Chhattisgarh. The state of Chhattisgarh was created on November 1, 2000. There are currently 30 districts in Chhattisgarh. Raipur, the capital of Chhattisgarh, is the center of political and administrative activities as

well as the industrial area where many small industries are established. Urla is the main industrial area of Raipur.

Compilation of syncs

The study presented is based on elementary data. Aggregation of primary synchronization has been done by the schedule. It is also taken into consideration to make the workers as respondents, that there will be high level workers and employees in stratification in the plant.

Interview schedule has been used in the collection of facts and information was obtained from the respondents through interview. During the study, the observation technique was also used, and in the event of the need, it was also received through the formal interaction of the respondents, in fact collection.

3. Presentation of data

Analysis of the obtained data has been used by mean percentage method of statistical technique. Social and Economic Studies of Observer Workers

A On the basis of age and race

Basis of Age	Total No. of Study	Percent
15-20	15	12.5
21-25	32	26.7
26-30	31	25.8
31-35	23	19.0
36-40	12	10.0
40 above	07	5.8
Total	100(120)	

Basis of Caste	Total No. of Study	Percent
General	8	6.7
OBC	43	35.8
SC	6	5.0
ST	40	33.3
Others	23	19.2
Total	120	100

It has been learned from the table that on the basis of age, the study found that among the aggregate candidates, the highest number of people of 21-25 age group

were found, the percentage of which was 26.7, whereas the people of the least 40 years of age were found, 5.8 Found.

On the basis of caste, 35.8 percent of the backward classes were found in the total sample, which is the highest. Similarly, the lowest SC category was found, which is 5.0 percent.

B Level of education

On the basics of Education	Total No. of Study	Percent
Uneducated	38	31.6
Primary	26	21.4
Pre-secondary	30	25.0
Secondary	15	12.6
Higher	11	9.1
Total	120	100

It has been learned from the table that on the basis of education, the highest percentage of the unskilled people in the examinations, the percentage of which is 31.6, while the lowest level is the number of people receiving education, of which 9.1 is the percentage.

C Income level

Monthly Income (in Rupees)	Total No. of Study	Percent
1000 to 2000	48	40.0
2001 to 3000	40	33.3
3001 to 4000	18	15.0
4001 to 5000	09	7.5
5000 and above	05	4.2
Total	120	100

he table shows that on studying income-level, the highest concentration of Rs 1000 to Rs 2000 The number of people having income is high, 40 percent of which was found, whereas the lowest was found in 5001, which is 4.2 percent. It is known from the fact that the number of people having low income is higher than those employed in working laborers.

Satisfaction of work in the display

Due to urbanization and increasing nature of business, income is currently found impossible for every person to get the job according to their qualifications. In such a situation, they agree to work on lesser wages. The result was that their qualifica-

tions did not get a chance to develop, and they started hunting for many frustrations. In such a case, it is necessary that they get the work according to their qualifications, as well as proper salary as per the post.

Employees who are satisfied with their work keep a healthy mental balance that keeps them, does not allow friction in them. If the employees are dissatisfied then this leads to loss of production capacity and the organization can fail to achieve its objectives and goals. Therefore, it is necessary for the staff to be satisfied to achieve the appropriate production targets.

D Work satisfaction of workers

Work Satisfaction	Total No. of Study	Percent
Yes	34	28.33
No	86	71.67
Total	120	100

The table shows that while studying the income level, the workers working in the total exams are not satisfied with their work whose percentage is 71.67%, while 28.33% workers are satisfied with their current work. It is known from this that the worker is not satisfied with his current work, due to low wages, the level of satisfaction is low.

Work in Workers The reason for dissatisfaction

Work dissatisfaction is concerned with remuneration to a great extent. If the salary is paid according to the work, then it seems to work and if the salary is not paid according to the work, then in the work

E Reasons for work dissatisfaction

Reasons for work dissatisfaction	Total No. of Study	Percent
low pay	75	62.5
Not meeting at wages	15	12.5
Care of the officers	09	7.5
Insecurity of work	13	10.8
Other reason	08	6.7
Total	120	100

From the table, it is known from the table that due to dissatisfaction among the workers, they have to get low wages, which is 62.5, whereas for few other reasons, they are not satisfied with their work, which is 6.7%.

4. Conclusion

In the study presented, it can be said that the rules related to labor welfare in the plant are not done satisfactorily, in this case the rule of governance is not followed. Informal relations were interconnected between workers, but informal

relations between the managers and workers were not developed. Most workers in work and salary were found unsatisfied. Though for social security measures have been taken by the plant, these efforts have not been completely successful.

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