

# A Study on Safety and Welfare Measures Provided to the Employees in Textile Industry in Tirupur District

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**Abstract:** The textile plays a vital role in human life. Textile industries are one of the important industries of India for earning Foreign Exchange and giving employment to lakhs of workers. Because of being a highly labor intensive industry it needs to concentrate more in the area of employee welfare. As per this study, Welfare measures plays important role in employee satisfaction and it results in improved quality of work life. Employee welfare defines as “efforts to make life worth living for workmen”. These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer’s own initiative.

**Keywords:** Employee Welfare, Employee Satisfaction, Quality of Work Life, Collective Agreement

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## I. INTRODUCTION

Safety and welfare measures are inevitable to any organization where workers are involved. An organization’s responsibility to its employees extends beyond the payment of wages for their services. The employee’s safety and welfare on and off the job within the organization is a vital concern of the employer. Welfare helps to improve employee retention and creating positive image for longer time period. It helps to motivate and improve morale of the employees. Some of the facilities and services which fall within the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation. Providing a safe and healthy environment is a pre-requisite for any productive effort.

### Safety of Employees

- **Fencing of machinery**-All dangerous and moving parts of machinery shall be securely fenced. Screws, bolts and teeth shall be completely encased to prevent danger.
- **Work on or near machinery in motion**-Lubrication or other adjusting operation on moving machinery shall be done only by a specially trained adult male worker.
- **Employment of young person on dangerous machines**-No young person shall be allowed to work on any dangerous machine (so prescribed by the state government) unless he is sufficiently trained or is working under the supervision of knowledgeable person.
- **Device for cutting off power**-Suitable device for cutting of power in emergencies shall be provided.
- **Hoists and lifts**-These shall be made of good material and strength, thoroughly examined at least once in every six months and suitably protected to prevent any person or thing from being trapped.

### Welfare of Employees

- There shall be separate and adequately screened washing facilities for the use of male and female employees.
- There shall be suitable places provided for clothing not worn during working hours and for the drying of wet clothing.
- There shall be suitable arrangement for all workers to sit for taking rest if they are obliged to work in a standing position.
- There shall be provided the required number of first-aid boxes or cupboard (at the rate of one for every 150 workers) equipped with the prescribed contents readily available during the working hours of the factory.
- The State Government may make rules requiring that in any specified factory employing more than 250 employees a canteen shall be provided and maintained by the occupier for the use of the employee.
- There shall be provided sufficiently lighted and ventilated lunch room if the number of employees ordinarily employed is more than 150.

### Principles of employee welfare service

Following are generally given as the principles to be followed in setting up a employee welfare service:

- The service should satisfy real needs of the workers. This means that the manager must first determine what the employee’s real needs are with the active participation of workers.

- The service should be handled by cafeteria approach. Due to the difference in Sex, age, marital status, number of children, type of job and the income level of employees there are large differences in their choice of a particular benefit. This is known as the cafeteria approach. Such an approach individualizes the benefit system though it may be difficult to operate and administer.
- The employer should not assume a benevolent posture.
- The cost of the service should be calculated and its financing established on a sound basis.
- There should be periodical assessment or evaluation of the service and necessary timely on the basis of feedback.

### **Types of Employee Welfare Services**

#### ❖ **Safety Services**

The costs of accidents are enormous in suffering to the injured, in reduction or loss of earnings, in disabilities and incapacities which afflict those involved and in compensation, insurance and legal costs, in lost time, filling in reports and attending to enquiries, and in spoilage of materials, equipment and tools to management.

Accidents are the consequence of two basic factors: technical and human. Technical factors include all engineering deficiencies, related to plant, tools material and general work environment. Thus, for example, improper lighting, inadequate ventilation, poor machine guarding and careless housekeeping are some hazards which may cause accidents. Human factors include all unsafe acts on the part of employees. An unsafe act is usually the result of carelessness.

#### **Components of a Safety Service**

Among the many components of a safety service the following have proved effective when applied in combination:

- **Appointment of safety officer**

In big organizations, the appointment of a safety officer to head the safety department is a must. In small organizations, the personnel manager may look after the functions of this department. The head of the safety department, who is usually a staff man, is granted power to inspect the plant for unsafe condition, to promote sound safety practices (through posters and safety campaigns), to make safety rules, and to report violations to the plant manager.
- **Support by line management**

The head of the safety department, whether enjoying a staff or a functional position by him, cannot make a plant safe. His appointment lulls line management into assuming that all its safety problems have been solved.
- **Elimination of hazards**

Although complete elimination of all hazards is virtually an impossibility but following steps can be taken to help reduce them:
- **Job safety analysis**

All job procedures and practices should be analyzed by an expert to discover hazards. He should then suggest changes in their motion patterns, sequence and the like.
- **Placement**

A poorly placed employee is more apt to incur injury than a properly placed employee. Employees should be placed on jobs only after carefully estimating and considering the job requirements with those which the individual apparently possesses.
- **Personal protective equipment**

Endless variety of personal safety equipment is available nowadays which can be used to prevent injury.
- **Safeguarding machinery**

Guards must be securely fixed to all power driven machinery.
- **Materials handling**

Though often ignored, the careless handling of heavy and inflammable materials is an important source of several injuries and fire.
- **Hand tools**

Minor injuries often result from improperly using a good tool or using a poorly designed tool. Therefore, close supervision and instruction should be given to the employees on the proper tool to use the proper use of the tool.
- **Safety training, education and publicity**

Safety training is concerned with developing safety skills, whereas safety education is concerned with increasing contest programmes, safety campaigns, suggestion awards, and various audiovisual aids can be considered as different forms of employee education.
- **Safety inspection**

An inspection by a trained individual or a committee to detect evidence of possible safety hazards (such as poor lighting, slippery floors, unguarded machines, faulty electrical installations, poor work methods and disregard of safety rules) is a very effective device to promote safety.

❖ **Health Services**

The prevention of accident constitutes only on segment of the function of employee maintenance. Another equally important segment is the employee's general health, both physical and mental. There are various aspects of industrial health services

1. Preventive
2. Curative, the former consists of
3. Pre-employment and periodic medical examination,
4. Removal or reduction of health hazards to the maximum extent possible,
5. Surveillance over certain classes of workers such as women, young persons and persons exposed to special risks.

❖ **Counseling Services**

An employee very often comes across problems which have emotional content. For example, he may be nearing retirement and feeling insecure or he may be getting promotion and feeling hesitant to shoulder increased responsibility or he may be worried due to some family problem.

**Employee Welfare in India**

The Directive Principles of State Policy in our Constitution expresses the need for labour welfare thus:

1. The State shall strive to promote the welfare of the people by securing and protecting as effectively as it may a social order in which justice, social, economic and political, shall inform all the institutions of the national life.
2. The State shall, in particular, direct its policy towards securing.
3. That the citizens, men and women equally, have the right to an adequate means of livelihood.
4. That the ownership and control of the material resources are so distributed as to sub serve the common good.

**Employee Welfare Officer**

Section 49 of the factories act provides that in every factory wherein 500 or more workers are ordinarily employed the employer shall appoint at least one welfare officer.

The welfare officer should possess; (i) a university degree; (ii) degree or diploma in social service or social work or social welfare from a recognized institution; and (iii) adequate knowledge of the language spoken by the majority of the workers in the area where the factory is situated.

- Supervision
- Counseling workers
- Advising management
- Establishing liaison with workers
- Working with management and workers to improve productivity.
- Working with outside public to secure proper enforcement of various acts.

**Health of Employees**

- **Cleanliness**-Every factory shall be kept clean by daily sweeping or washing the floors and work rooms and by using disinfectant where necessary.
- **Disposal of wastes and effluents**-Effective arrangements shall be made for the disposal of wastes and for making them innocuous.
- **Ventilation and temperature**-Effective arrangements shall be made for ventilation and temperature so as to provide comfort to the workers and prevent injury to their health.
- **Dust and fume**-Effective measures shall be taken to prevent the inhalation and accumulation of dust and fumes or other impurities at the work place.
- **Artificial humidification**-The State Government shall make rules prescribing standard of humidification and methods to be adopted for this purpose.
- **Overcrowding**-There shall be in every work room of a factory in existence on the date of commencement of this act at least 9.9 cubic meters and of a factory built after the commencement of this act at least 4.2 cubic meters of space for every employee.
- **Lighting**-The State Government may prescribe standards of sufficient and suitable lighting.
- **Drinking Water**-There shall be effective arrangement for wholesome drinking water for workers at convenient points.
- **Latrines and Urinals**-There shall be sufficient number of latrines and urinals, clean, well-ventilated, conveniently situated and built according to prescribed standards separately for male and female workers.
- **Spittoons**-There shall be sufficient number of spittoons placed at convenient places in the factory.

### **Features of Labor Welfare Measures**

1. Labor welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
2. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining
3. Labor welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
4. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
5. The purpose of labor welfare is to bring about the development of the whole personality of the workers to make a better workforce.

### **Important Benefits of Welfare Measures**

- They provide better physical and mental health to workers and thus promote a healthy work environment
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.

### **Statutory Welfare Schemes**

The statutory welfare schemes include the following provisions:

- **Drinking Water:** At all the working places safe hygienic drinking water should be provided.
- **Facilities for sitting:** In every organization, especially factories, suitable seating arrangements are to be provided.
- **First aid appliances:** First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
- **Latrines and Urinals:** A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
- **Canteen facilities:** Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.
- **Spittoons:** In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and same are to be maintained in a hygienic condition.
- **Lighting:** Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.
- **Washing places:** Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.
- **Changing rooms:** Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.
- **Rest rooms:** Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

### **Need of the Study**

Safety and Welfare is the main concern for the employees in textile industry. Its focus is on employee safety and it can provide for higher morale and productivity in the workplace. This is due to the perception that the industry truly cares about the health and well-being of its employees, thus creating a sense of pride for the industry. Increased productivity as it correlates to safety and morale is a difficult metric to measure, but forward-thinking organizations realize that it does exist and can therefore justify the costs of their safety programs as compared to the productivity benefits that they provide. In contrast to measuring productivity as it relates to safety, the indirect costs of employee injuries are much more measurable.

The above mentioned points stand as motivation factors to undertake the present study. Accordingly appropriate objectives are framed and studied using primary and secondary data.

### **Objective of the Study**

- To study the level of satisfaction of employees regarding safety and welfare measures.
- To study the perception of the employees regarding the safety and welfare measures provided to them.
- To analyze if the level of satisfaction is different among the various categories of employees and departments.

- To suggest provision of more safety and welfare measures to improve the performance of the employees.

## II. RESEARCH METHODOLOGY

Research methodology is a way of systematically solving the research problem. The research design adopted for this study is Descriptive Research. 150 respondents were in this study.

Primary data are those which are collected a fresh and for the first time and thus happen to be original in character.

The secondary data on the other hand are those which have already been collected by some one else and which have already been passed through the statistical process. In this study, the data was collected from the primary source through interview schedule.

### Percentage Analysis

The number of responses of each category is summarized to percentage format for the convenience to use other statistical tools namely pie chart and bar diagrams.

$$\text{Percentage} = \frac{\text{No of Respondents}}{\text{Total number of Respondents}} \times 100$$

### Chi-Square Test

This test allows us to determine whether two attributes are independent of each other. In this study chi-square has been used to test if there is an association between various variables and the overall level of satisfaction of safety and welfare measures.

$$\chi^2 = \sum \{ (O_i - E_i)^2 / E_i \}$$

### Limitations of the Study

- Due to time constraints the researcher was not able to collect more data.
- In depth of research, process could not be conducted due to insufficient time.
- Certain employees were biased in answering to the questions.
- There may be a chance of biased information.

## III. REVIEW OF LITERATURE

- **Rudolf clausius (2005)** “The various approaches to labour welfare reflect the attitudes and belief of the agencies, which are engaged in welfare activities. Welfare facilities may be provided on religious, philanthropic or some other grounds. Moreover, the different approaches to labour welfare reflect the evolution of the concept of welfare. The government of the land had to compel the owner of the industrial establishment to provide such basic amenities as canteens, rest rooms, drinking water, good working conditions, and so forth, for their employees. Such compulsion was necessary because the employer believed in exploiting labour and treating it in an unfair manner.”
- **Samulson (1998)** “Labour welfare as a term which is understood to include such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high moral.”
- **Regina barr(1998)** “Employee welfare program is based on the management policy which is aimed shaping perfect employees. Therefore the concept of employee welfare includes two aspects namely physical and mental welfares.”
- **Locke Edwin(1996)** “Employee welfare as a pleasurable feeling that results from the perception that one’s job fulfills by knowing the value of life. It can’t be precisely defined. However, efforts have been made by experts to do so, each in his own way. According to the committees on employee’s welfare measures, welfare measures, welfare services should mean such service, facilities and amenities like canteen, recreation facilities, sanitary and medical facilities, conveyance, housing facilities and social security and so on.”

## IV. RESULT AND ANALYSIS

**Demographic Factors of the Respondent: Table1**

S.NO	PARTICULARS	OPTIONS	PERCENTAGE OF RESPONDENTS
1	Gender	Male	69
		Female	81
2	Educational qualification	SSLC	17
		HSC	45
		Diploma	22
		Under Graduate	39

		Post Graduate	27
3	Working experience	Below 1 year	34
		1 – 2 years	44
		2 – 4 years	50
		4 years & above	22

**Work Related Factors: Table2**

S. No	Particulars	Highly Satisfied	Satisfied	Neutral	Dis-satisfied	Highly Dissatisfied
1	Safety training programmes	42	58	25	15	10
2	Attended Safety training programmes	40	62	26	13	9
3	Management has provided safety awareness	35	65	28	10	12
4	Safety measures provided	45	60	25	12	8
5	Usage of Safety measures provided	43	57	23	17	10
6	To avoid accidents measures taken	41	62	21	18	8
7	To reduce accidents measures taken	39	67	27	11	6
8	Immediate actions taken to investigate accidents	22	52	32	18	16
9	Level of satisfaction of safety measures	56	44	25	14	11

**Work Related Factors: Table3**

S.No	Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Tend to avoid work due to risk involved in it.	42	58	29	15	6
2	In case of accidents, the management takes good care of the employees	50	49	30	12	9
3	Safety measures make you feel secure	45	60	25	12	8
4	Level of satisfaction of existing Safety Measures	43	55	21	15	12

### Statistical Analysis

#### Category of workers and level of satisfaction of existing safety measures

**H<sub>0</sub>:** There is no significant association between the category of employees and their level of satisfaction regarding the existing safety measures.

**H<sub>1</sub>:** There is a significant association between the category of employees and their level of satisfaction regarding the existing safety measures.

		Highly Skilled	Skilled	Unskilled
Satisfactory	Observed	15	53	57
	Expected	16.8	50.3	57.9
Dissatisfactory	Observed	5	7	12
	Expected	3.2	9.7	11.1

Level of significance = 0.05

Degrees of freedom = 2

Calculated  $\chi^2$  value, = 2.18888

Table value  $\chi^2$  @ 0.05, df: 2 = 5.991

#### Interpretation

Since the calculated value 2.188 falls in the acceptance region we accept the null hypothesis against the alternate hypothesis at 0.05 level of significance and 2 degrees of freedom.

We may conclude that there is no significant difference in the level of satisfaction of existing safety measures among the different category of workers.

#### Departments and level of satisfaction of existing safety measures

**H<sub>0</sub>:** There is no dependence between the departments and the level of satisfaction of existing safety measures.

**H<sub>1</sub>:** There is a dependence between the departments and the level of satisfaction of existing safety measures.

		Mechanical	Traffic
Satisfactory	Observed	78	29
	Expected	74.7	32.3
Dissatisfactory	Observed	12	10
	Expected	15.3	6.7

Level of significance = 0.05

Degrees of freedom = 1

Calculated  $\chi^2$  value, = 2.8202

Table value  $\chi^2$  @ 0.05, df: 1 = 3.841

**Interpretation**

Since the calculated value 2.8202 falls in the acceptance region we accept the null hypothesis against the alternate hypothesis at 0.05 level of significance and 1 degree of freedom.

We may conclude that there is no dependence between the departments and the level of satisfaction of existing safety measures.

**Attended safety training programmes and level of satisfaction of safety measures**

**H<sub>0</sub>:** There is no significant association between the fact that the employees have attended safety training programmes and their level of satisfaction regarding the existing safety measures.

**H<sub>1</sub>:** There is a significant association between the fact that the employees have attended safety training programmes and their level of satisfaction regarding the existing safety measures.

Level of satisfaction	Frequency	Attended Safety Training Programmes	
		Yes	No
Satisfactory	Observed	68	57
	Expected	77.18	47.82
Dissatisfactory	Observed	24	0
	Expected	14.82	9.18

Level of significance = 0.05

Degrees of freedom = 1

Calculated  $\chi^2$  value, = 15.8427

Table value  $\chi^2$  @ 0.05, df: 1 = 3.841

**Interpretation**

Since the calculated value 15.8427 falls in the rejection region we reject the null hypothesis against the alternate hypothesis at 0.05 level of significance and 1 degree of freedom. Thus we accept the alternate hypothesis.

Therefore we conclude that there is a significant association between the fact that the employees have attended safety training programmes and their level of satisfaction regarding the existing safety measures.

**Perception of risk and level of satisfaction of existing safety measures**

**H<sub>0</sub>:** There is no significant association between the perception of risk factor and the level of satisfaction of employees regarding the existing safety measures.

**H<sub>1</sub>:** There is a significant association between the perception of risk factor and the level of satisfaction of employees regarding the existing safety measures.

Level of satisfaction	Frequency	Perception of Risk	
		Yes	No
Satisfactory	Observed	62	63
	Expected	69.6	55.4
Dissatisfactory	Observed	21	3
	Expected	13.4	10.6

Level of significance = 0.05

Degrees of freedom = 1

Calculated  $\chi^2$  value, = 10.1518

Table value  $\chi^2$  @ 0.05, df: 1 = 3.841

**Interpretation**

Since the calculated value 10.1518 is greater than the table value and falls in the rejection region we reject the null hypothesis against the alternate hypothesis at 0.05 level of significance and 1 degree of freedom. Thus we accept the alternate hypothesis.

Therefore we conclude that there is a significant association between the perception of risk factor and the level of satisfaction of employees regarding the existing safety measures.

**Level of satisfaction of Transport facilities and overall level of satisfaction of welfare measures**

**H<sub>0</sub>:** There is no significant association between the level of satisfaction of transport facilities and the overall level of satisfaction of welfare measures.

**H<sub>1</sub>:** There is a significant association between the level of satisfaction of transport facilities and the overall level of satisfaction of welfare measures.

Level of Satisfaction	Frequency	Transport facilities	
		Satisfactory	Dissatisfactory
Satisfactory	Observed	62	78
	Expected	57.87	82.13
Dissatisfactory	Observed	0	10
	Expected	4.13	5.87

Level of significance = 0.05

Degrees of freedom = 1

Calculated  $\chi^2$  value, = 5.8234

Table value  $\chi^2_{@ 0.05, df: 1} = 3.841$

**Interpretation**

Since the calculated value 5.8234 falls in the rejection region we reject the null hypothesis against the alternate hypothesis at 0.05 level of significance and 1 degree of freedom. Thus we accept the alternate hypothesis.

Therefore we conclude that there is a significant association between the level of satisfaction of transport facilities and the overall level of satisfaction of welfare measures.

**Findings**

The study shows that 81% of the respondents are belong to female. The study reveals that 45% of the respondents' educational qualification is HSC. The study reveals that 50% of the respondents are from 2 to 4 years of experience. The study shows that 58% of the respondents are satisfied with their adequate safety training programmes which were conducted. The study shows that 62% of the respondents have attended safety training programmes. The study shows that 65% of the respondents' opinion is that the management provides safety awareness. The study shows that 57% of the respondents say that they always make use of the safety measures provided to them. The study shows that 62% of the respondents believe that the layout of the workplace is designed to avoid accidents. The study shows that 67% of the respondents say that safety measures are taken to reduce accidents. The study shows that 52% of the respondents feel that always immediate actions are taken to investigate accidents. The study shows that 50% of the respondents are strongly agreed that in case of accidents, the management would take good care of them. The study shows that 60% of the respondents feel that the safety measures make them feel more secure while working. The study shows that 55% of the respondents are satisfied with the existing welfare measures. There is no significant difference in the level of satisfaction of existing safety measures among the different category of workers. There is a significant association between the fact that the employees have attended safety training programmes and their level of satisfaction regarding the existing safety measures. There is a significant association between the perception of risk factor and the level of satisfaction of employees regarding the existing safety measures. There is a significant association between the level of satisfaction of welfare measures among the various category of employees. There is a significant association between the level of satisfaction of transport facilities and the overall level of satisfaction of welfare measures.

**Suggestions**

The researcher feels that the awareness for the safety is quite low among the employees. So steps may be undertaken to increase the awareness and need for safety. The management needs to pay attention to the fact that the respondents feel that the machines, equipments and tools are not well designed and maintained. The responses of the employees regarding the level of satisfaction of welfare measures are clustered in the satisfactory region. The management may take steps to convert these into highly satisfactory. The employees are not satisfied with the transport facilities provided by the port, steps may be taken to provide facilities especially fro employees who have to work during night shifts. The conditions of the rest rooms and shelters may be improved. They may be provided with adequate facilities for rest. Crèche facility should be provided to the employees.

**V. CONCLUSION**

A majority of the respondents feel secure while working at textile industry and feel that the safety measures help to reduce the severity of accidents. The study again shows that there is a clustering of respondent's opinion in the satisfactory region regarding the level of satisfaction of welfare measures. This reveals that a majority of respondents are satisfied with the existing welfare measures. The management may take up steps to convert these into highly satisfactory. The few welfare measures which were dissatisfactory with transport facilities, rest room facilities and the time lapse. The management may concentrate on these areas to increase the satisfaction level of employees towards the welfare measures.



### **Future research of the study**

Based on the study and from the empirical results, it could be concluded that in future a researcher can carry out more elaborate study on the textile employees' safety and welfare measures at the state level. The future researcher can aim to increase the safety and welfare measures into highly satisfactory level of employees.

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