

An Empirical Study Of Application Of Labor Laws In Industrial Undertakings

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Abstract

This paper investigates the implementation of labor laws in industrial undertakings in Chhattisgarh, using a survey approach with 572 respondents. The research focuses on five factors: wages and remuneration, work conditions, health, safety and welfare, equality of treatment and social security. The study also examines the satisfaction level of workers regarding the application of labor laws in public and private industrial undertakings.

Keywords: Industrial undertakings, Social Security, Implementation, Labor Laws.

Introduction

India has experienced significant economic growth since the 1990s, with a 9% increase in growth over the past two years. However, the manufacturing industry still contributes less than 15% of the GDP and employs less than 15% of the labor force. This contrasts with East Asian nations like Korea, China, and Thailand, where rapid manufacturing development has led to widespread employment and poverty alleviation. In India, manufacturing employment falls under the informal sector, characterized by poor wages. Labor law is a collection of legislation, administrative decisions, and precedents that addresses public law issues

related to employers, employees, and labor organizations. It is often used interchangeably with employment laws, which focus on employment contracts and workplace issues. Labor laws only cover a portion of what employment laws cover, except for the negotiating process and collective bargaining. All aspects of the employer-employee relationship are covered by employment law.

Literature Review

Botero's 2004 book highlighted the role of social security, employee representation, collective bargaining, and employment protection laws in labor market regulation. However, a 2003 study found that employers' power has increased, leading to lockouts and declining strike activity, and numerous industrial conflicts remain unresolved.

Datta Chaudhuri (1996) and Anant & Sundaram (1998) highlight the differences between public and private sector salary determination. In the private business sector, risk-taking unions benefit from profit sharing by tying a significant portion of monthly salary to incentives.

In their book "Personnel / Human Resource Management," David, Decenzo, and Robbins discuss the various benefits businesses provide to their employees, including social security, unemployment, workers' compensation, and state disability programs.

Pylee M. V. and George A. Simon suggest that employers should provide retirement benefits like pensions, gratuities, and provident funds to employees, reducing fears of financial hardship.

Punekar, Deodhar, and Sankaran argue in their book "Labour Welfare, Trade Unionism and Industrial Relations" that labor welfare promotes workers' improvement, comfort, and social and intellectual well-being.

Singh's book "Industrial Relations: Emerging Paradigms" suggests addressing disease, hunger, squalor, idleness, and ignorance to eradicate them and promoting social security as a wise investment for society's well-being.

Gary Dessler and Biju Varkkey's book "Human Resource Management" provides detailed discussion on India's employee benefits, including discretionary and federal/state law-based benefits.

Jeya A. and Kirubakaran Samuel's study "A Study on Impact of Social Welfare Schemes on Rural Women in Cuddalore District" reveals that social welfare programs have a positive impact on rural women, as evidenced by a field survey, highlighting the importance of providing these services to employees.

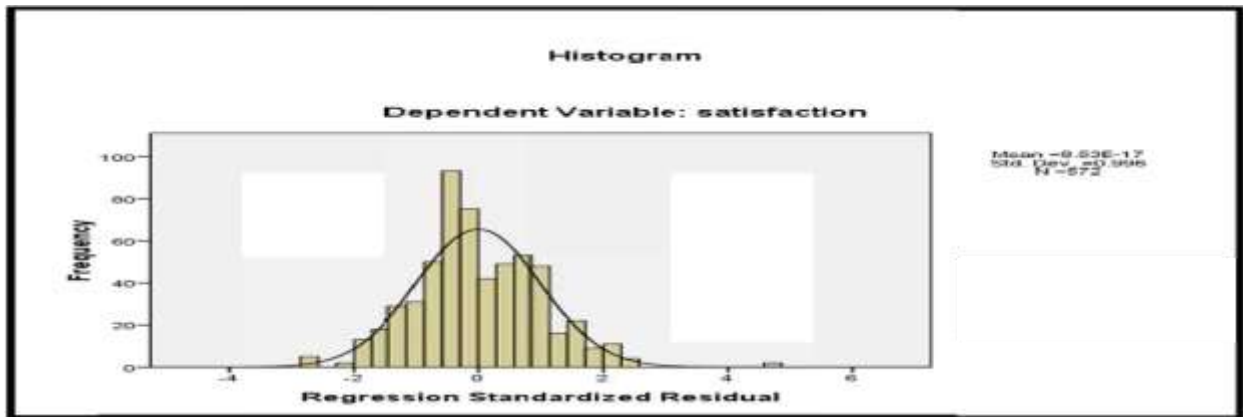
Research Methodology

This research paper aims to evaluate the implementation of labor laws in industrial enterprises in Chhattisgarh. Five independent variables were analyzed, including pay, benefits, working conditions, welfare, social security, and treatment equality. The dependent variable was the satisfaction of workers with labor regulations. Multiple regression analysis was used to examine the link between satisfaction of labor and the application of labor regulations. The hypothesis was developed to investigate the relationship between these variables.

HYPOTHESIS TESTING	
H ₀ :	The application of labor laws does not support employee satisfaction.
H _a :	The application of labor laws supports employee satisfaction.
RESEARCH PLAN	
Research Design	Descriptive
Research Method Used	Survey
Research Technique Used	Structured Interview
Data Collection	Raipur-Durg

Sampling Plan	Convenience Sampling
Sample Size	572

Result Analysis



Model Summary ^b										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistic					Durbin-Watson
					R Square Change	F Change	df 1	df2	Sig. F Change	
1	.785 ^a	.625	.645	.52	.625	205.157	5	566	.000	2.208
a. Predictors: (Constant), REGR factor score 1 for analysis 1, REGR factor score 1 for analysis 2, REGR factor score 1 for analysis 3, REGR factor score 1 for analysis 4										
b. Dependent Variable: satisfaction										

Conclusion

The investigation revealed that the R² and corrected R² have little difference, suggesting that if the model had been created from the population rather than the sample, it would have considered the correlation between independent and dependent variables. The model's R² was .648, indicating 64.8% of the variability in the results. The calculated F statistic of 208.167 showed that independent variables (wages, compensation, working conditions, welfare, social security, and equality) account for

the outcome. The study confirms the strong correlation between labor satisfaction and various factors such as wages, compensation, working conditions, welfare, social security, and equal treatment at a 5% level of significance. Thus, the alternative hypothesis is accepted and the null hypothesis is rejected, indicating that all these factors significantly impact labor satisfaction.

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