



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

**SUBJECT NAME & CODE : 23BAT316 - INDUSTRIAL RELATIONS AND LABOUR
WELFARE**

YEAR/ SEMESTER : II MBA / III SEMSTER

UNIT 3 : LABOUR WELFARE

Topic : Definition of Labour Welfare



Objectives of Labour Welfare



- Improving Well-being: Focus on enhancing employees' physical, mental, and emotional health.
- Boosting Productivity: Motivates employees to work efficiently, increasing output.
- Reducing Turnover: Welfare benefits decrease absenteeism and job dissatisfaction.
- Ensuring Safety: Promotes safe working conditions and health measures.
- Promoting Social Justice: Ensures fair treatment and prevents worker exploitation.
- Building Loyalty: Increases employee morale and commitment to the company.
- Legal Compliance: Meets regulatory standards, preventing legal disputes.
- CSR Alignment: Supports corporate social responsibility, improving the company's public image.



Balancing organizational profitability and employee welfare



- Long-term Profit Strategy: Invest in employee welfare to boost productivity and engagement, leading to higher profits.
- Cost Reduction through Retention: Lower turnover by ensuring employee satisfaction, reducing recruitment and training expenses.
- Legal Compliance: Adhere to labour laws and safety regulations to avoid penalties and legal issues, maintaining a positive reputation.
- Enhanced Brand Image: Foster a good corporate reputation through strong welfare programs, attracting customers and talent.
- Flexible Benefits Programs: Customize welfare offerings to meet diverse employee needs without excessive costs.
- Short-term Costs vs. Long-term Gains: Recognize that initial investments in welfare can yield significant long-term benefits, like reduced absenteeism.



Long-term benefits of labour welfare measures



- Increased Productivity: Healthier and happier employees lead to improved engagement and output.
- Enhanced Employee Retention: Comprehensive welfare benefits reduce turnover and associated recruitment costs.
- Improved Health and Well-being: Access to health programs lowers absenteeism and promotes overall wellness.
- Positive Organizational Culture: A supportive environment fosters collaboration, innovation, and teamwork.
- Enhanced Corporate Image: Prioritizing welfare builds a strong reputation, attracting talent and loyal customers.
- Compliance and Risk Mitigation: Adhering to welfare laws reduces legal risks and fosters a safe workplace.
- Support for Diversity and Inclusion: Promotes a harmonious work environment by catering to diverse employee needs.
- Increased Employee Engagement: Engaged employees are more productive and contribute positively to organizational success.



RECAP

QUESTIONS???

THANK YOU