



A STUDY ON STATUS OF LABOURS IN SPINNING MILLS OF RAJAPALAYAM, TAMILNADU.

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ABSTRACT

In simple words, labours refer to those who are doing more physical work. In the spinning mills facilities offered to the labours are not in a good condition compare with what is actually expected by the labours. In the spinning mills labours are treated only assets and not as resources due to lack of education and awareness among labours about various statutory facilities. This study focus on status of labours and facilities offered in spinning mills in Rajapalayam. Percentage analysis, weighted average method, chi-square analysis are used to analyze the collected data. The results of the study show that labours feel that working condition of the spinning mills is good but medical provision, welfare facilities, leave facilities, communication system offered by the spinning mills are only average level. This study concluded that facilities in the spinning mills need to be improved to improve the satisfaction of the labours.

Key words: Labour, welfare, communication, and spinning mills.

INTRODUCTION

Textile sector is the second largest sector in terms of the contribution that is made to Indian economy. Textile sector contributes the economy through poverty alleviation, employment generation and earning foreign exchange. But this sector struggles due to the fluctuations that happen in foreign exchange, limited orders, and difficulty to completing order in time, increase in transportation cost and the like. In addition to this problem textile industry struggles with many problems relating to labour like absenteeism, poor welfare facilities, etc.



In order to retain the employees the spinning mills should provide the necessary facilities to the workers including transportation facilities, education allowances for the workers children's, drinking water, facilities for sitting, first aid appliances, latrines and urinals, canteen facilities, spittoons, lighting facilities, rest room facilities, medical facilities and the like.

REVIEW OF LITERATURE

Santhi et.al,(2011) in their study entitled "A Study on absenteeism of employees in retailing industry" found various causes for absenteeism of employees in retailing sectors. The samples were selected through simple random sampling. Tools like weighted average method, chi-square test, one way Anova were used. From the percentage analysis found that majority of the employees is absent from duty due to family and personal problems. The study suggested the management to provide attendance incentive to motivate the workers to attend the work regularly.

Murty and Abhinov (2012) made a study entitled "Canteen facility- A critical factors for healthy physical work environment of the employees in industrial organizations' having objectives of knowing the canteen facility and welfare facility provided by the industrial units in India using stratified random sampling method. Tools like Factor analysis, k means cluster analysis were used. From the t-test it is found that private unit employees are frequent visitors to the canteen rather than public unit employees. This study concluded that canteen facility plays an important role in employee presence in the duty and it need to be improved.

Rajasekar and Gurusamy (2011) in the study titled "Analysis of cotton textile industry in karur district Tamilnadu" analyzed the motivational factors and problem faced by exporters in karur district by using systematic sampling method. From the Kendal test it is found that the exporters of different age groups rank factors affecting motivation which include shortage of finance and workers, low quality yarn, and increased yarn price in



different manner. This study concluded that proper training is needed to the workers for stitching to reduce the shortage of labours.

Ekramul Hogue and Mayenulislam (2003) made a study on “contribution of some behavioral factors to absenteeism of manufacturing workers in Bangladesh”. The objective of the study is to measure the influence of such specific behavioral and social factors, demographic variables, job stress, mental health, pay inequity, personal and family life satisfaction on absenteeism of the workers by using simple random sampling. Tools like correlation analysis, multiple regression, chi-square test were used. From the correlation analysis, it is found that absenteeism has significant positive correlation with job stress and negative correlation with job satisfaction and mental health. The study concluded that behavioral factors have high impact on absenteeism rather than demographic variables.

Ranjit (2010) made a study on influence of demographic factors on job satisfaction of textile mill workers. The objective of the study is to find the demographic factors and its influence on level of job satisfaction of respondents using stratified random sampling. Tools like mean, S.D, t-test, co-efficient of correlation, Anova were used. From percentage analysis, it is found that 67.1% of the respondents say welfare facilities and working conditions are normal. The study concluded that demographic variables have the impact on job satisfaction.

Sabarirajan et al (2010) made a study titled “A study on the various welfare measures and their impact on QWL provided by the textile mills with reference to Salem District, Tamilnadu, India”. The objective of the study is to know employee opinion towards various welfare facilities offered by Textile mills. Samples were selected using stratified random sampling. Tools like Percentage analysis, correlation, chi-square test, Anova were used. From the correlation analysis a positive relationship between welfare measures and recreation facilities were found. This study suggested that companies provide good welfare facilities to the labors to improve the productivity and Quality of work life.



Sekar et al., (2012) studied the health and welfare measures in Tamilnadu spinning mills India. The objective of the study is to find the satisfaction level of employees and labors towards welfare facilities offered by spinning mills in Tamilnadu. The study used stratified random sampling procedure to select samples. From the Anova test it is understood that there is no significant difference between the respondents of different income and level of satisfaction towards the provisions of the company. The study suggested that medical facilities may be improved by the companies for the satisfaction of the workers.

THE STUDY

The present research is descriptive in nature that describes demographic profile, status of the labour and perceptions of the labour on working conditions. The researcher has used both primary and secondary data. Primary data was collected by using Questionnaire and secondary data was collected from books and journals. The sample size is 140 by using Quota sampling method. The data was analyzed using percentage analysis, weighted average method, and chi- square analysis. This study focus on the status of the labours and their perception towards the various welfare schemes and working conditions in the various spinning mills of Rajapalayam.

RESULTS AND DISCUSSIONS

From the percentage analysis, it is found that, 42.14% of the respondents are only having the educational qualification of middle school only, 62.14% of the respondents are feels that their jobs makes them tired. 61.42% of the respondents are feels that Night shift is difficult to work, 57.14% of the respondents are satisfied with the attendance incentives offered by the spinning mills, 71.42% of the respondents feel that management is not solving their grievances, 29.12% of the respondents are absent in the work due to Industrial fatigue.

From weighted average scores, 3.20 revealed that labours is perceive welfare facilities, medical provision, leave facilities, communication system, shift systems are average in the spinning mills.



Relationship between Marital status and satisfaction with the present leave procedure

S.No	Marital status	Yes	No	Total
1	Married	16	55	71
2	Un Married	12	57	69
Total		28	112	140

(Significance level =5 %, Calculated value = 0.577, Table value = 3.84)

Chi-square analysis revealed that there is no significant relationship exists between marital status of the labour and satisfaction on present leave procedure.

Relationship between Age and work pressure in the job

S. No	Age	High	Medium	Low	Total
1	Within30	27	34	6	67
2	Above30	27	34	12	63
Total		54	68	18	140

(Significance level =5 %, Calculated value = 3.463, Table value = 5.99)

Chi-square analysis revealed that there is no significant relationship exists between age and work pressure in the job.

Relationship between Number of year of service and Work pressure in the job

S. No	No. Of year of service	High	Medium	Low	Total
1	Within 2years	18	30	7	55
2	Above 2 years	36	38	11	85
Total		54	68	18	140

(Significance level =5 %, Calculated value = 3.46, Table value = 5.99)

Chi-square analysis revealed that there is no significant relationship between number of year of service and work pressure in the job.



CONCLUSION

Spinning mills are providing many welfare measures however the welfare measures relating to the health of the labour need to be improved. Improvement in the health of the labours will lead to more labour satisfaction in the job thus increase quality production. In addition to the welfare facilities the mills also may provide housing facilities, communication facilities, and medical provision of the labours to improve the involvement of the labours in the job. Government enforced various laws, rules and regulations to safe the welfare of the labours in the spinning mills but it is not effectively implemented and due to their poor knowledge level and not aware about the government law related with labours is denied in the spinning mills. So government may frequently visit the labours and made awareness to the labourers about the welfare schemes offered to them. In fure more research should be undertaken in the spinning mills about their working condition and welfare condition in the spinning mills.

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This study is mainly focused on the worklife of employees in spinning mill, Rajapalayam. The worklife of an employee has studied with the help of various factors like Demographic variables of Age group, Gender, Income level. Davoodi (1998) in a research entitled "Study on the impact of quality of work life on job satisfaction among operational staff of Mobarekh Steel Complex" concluded that involvement in decision making related to work and work conditions has a significant relationship with job satisfaction. Grievances system effectiveness of union commitment, International and Labour relations review, Vol.45, TamilNadu- Zenith International Journal of Business Economics and Management Research. Vol.1.Issue. 3, December 2011. S.A.Aanandan Spinning Mill (SAASM) was incorporated and since then it has been producing high-class cotton yarn for exports as well as domestic market. The foundation of S.A.Aanandan Group was laid by Late Mr. S.A. Anandan, who started his career as a small town trader and with his sheer hardship and strong determination became one of the most active textile traders in Chittoor (A.P) India. Thereafter his deserving son, Mr. A. Ilavarasu, after completion of his MBA, conceived the idea of installing a High-tech Spinning Mill in Rajapalayam. In the year 1997-98, S.A.Aanandan Spinning Mill (S Spinning mill industry, one of the labour intensive traditional sectors in Kerala plays an important role in absorbing rural unskilled labour force. Even though these medium and large scale industries had existed since the late 19th century and initiated the industrialisation process of the state, the present situation is gloomy.

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