

JOB SATISFACTION IN THE TEXTILE INDUSTRY EMPLOYEES IN TIRPUR, INDIA

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Abstract: *Indian Textile industry is playing a major role in the development of Indian Economy. Tamil Nadu state provides more revenue through the Textile industry in this state. Tirupur contributes more revenue collection of the Tamilnadu state. Tirupur is the "knitwear capital" of India. It has spurred up the textile industry in India for the past three decades. Job satisfaction is one of the factors of Quality to Work Life (QWL). Better quality of QWL ultimately improves production and gets more satisfaction among the employee. Job satisfaction indicates the positive affective responses of employees to their job environment. Nowadays textile industry employees are dissatisfied with the job viz., absenteeism, annoyances, anxiety, reduction in efficiency, physical pains and this is evident through many earlier types of research on several aspects of human resources in the textile industry. Hence, the researcher want to know the job satisfaction position of textile industry employee who is working in Tirupur*

Keywords: *QWL, Job Satisfaction, Knitwear Capital*

1. INTRODUCTION

The textile industry is one of the main pillars holding the Indian Economy. Tirupur is the "knitwear capital" of India. It has spurred up the textile industry in India for the past three decades. Its economic boom boosts the morale of Indian industrialists." It contributes to a huge amount of foreign exchange in India. Tirupur also has large people working for textile industrial units who hire people mostly from various southern districts of Tamil Nadu and Northern districts of Tamilnadu. They are usually unskilled labors but still get a decent pay compared to other places in South India. Large numbers of people are also from other South Indian states like Kerala, Karnataka and Andhra Pradesh. Since there is always a demand for workers in Tirupur, there are no unemployment problems. Nowadays there are also people coming from the Indian states of Orissa and Bihar to work in the garment processing factories in and around Tirupur.

Job satisfaction indicates the positive affective responses of employees to their job environment. More specifically, job satisfaction indicates employees' satisfaction with the nature of the work they do, the quality of supervision they receive, the co-workers, pay and opportunities for promotion. Job satisfaction is correlated to job characteristics and job involvement. That is, when people are involved in their jobs, they are also satisfied with them and when they experience more job satisfaction, they are also satisfied with them and when they experience more job satisfaction they could emanate from role ambiguity, role conflict, and role overload or role difficulty. Indian Organizations are setting up policies for maintaining a QWL. They are going in for innovative methods to keep their employees happy and satisfied, as it makes the office a better place to work and also positively impacts productivity.

2. REVIEW OF LITERATURE

Sayeed O.B. and Sinha (1981) in their study on "Measuring Quality of Work Life relation to job satisfaction and performance in two organizations", examined the relationship between Quality of Work Life, job stress, and performance. The results indicate that higher of work life leads to greater job satisfaction.

Haque ABMZ (1992) in his study on "Quality of Work Life and job satisfaction of industrial workers in relation to the size of the organization" found that Quality of Work Life is positively related to performance and negatively correlated to absenteeism. But found number of a relationship between perceived Quality of Work Life and workers age, education and job experience.

3. SCOPE OF THE STUDY

The present study seeks to analyze the job satisfaction of Textile Industry employees in Tirupur. This study attempts to provide an insight into the issue related to job dissatisfaction of the Textile Industry employees. QWL is the opportunity for employees at all levels to have substantial influence over their work environments by participating in the decision-making process relating to their work and thereby, enhancing their self-esteem and overall satisfaction from their work. The Textile Industry in Tirupur would be in a position to take adequate steps to improve the QWL of employees through satisfied the needs of employees both personal and work. So it is time for managements of textile firms to realize and concentrate on one of the factors of job satisfaction that influence the quality of work life.

3.1 Objectives of the study

- To study the personal and occupational profile of the employees' of Textile Industry in Tirupur.
- To study focus on job satisfaction among the employees of Textile Industry in Tirupur.

4. METHODOLOGY

The present study is confirmed to Tirupur. It is based on both primary and secondary data. The primary data has been collected from 500 sample respondents by using the convenient sampling technique. The collected data has been analyzed with the tool of simple percentage, t-test, and F-test.

5. ANALYSIS AND INTERPRETATION

In this section, an attempt has been made to examine the association between the employee's opinion towards job satisfaction with their personal and occupational profile. T-test and F-test have been applied to find the association by formulating the null hypothesis.

Ho: There is no significant association between employees' opinion towards job satisfaction and their personal/occupational profile.

Table 1 Association between personal profile and their opinion towards job satisfaction

S.No	Variables	Group	Mean	SD	No.	F test	T Test	df.	Table Value	Sig.
1	Age	18 - 25 yrs	8.39	1.00	113	8.485		499	3.357	**
		25 - 35 yrs	7.90	1.16	179					
		35 - 45 yrs	7.71	.91	95					
		45 - 55 yrs	8.25	.94	76					
		Above 55 yrs	7.35	2.32	37					
2	Gender	Male	7.52	1.13	289		11.336	498	2.586	**
		Female	8.63	1.03	211					
3	Marital Status	Unmarried	8.07	1.18	124	1.645		499	2.623	Ns
		Married	8.00	.99	248					
		Divorced	8.00	1.39	85					
		Widowed	7.60	1.93	43					
4	Educational Qualifications	Illiterate	7.74	1.75	58	5.056		499	3.357	**
		Primary	8.04	1.10	283					
		Higher Secondary	8.12	1.07	137					
		Graduate	7.40	1.06	15					
		Diploma	6.43	2.07	7					
5	Family Members	1 - 3	7.99	1.49	120	3.340		499	3.014	*
		4- 6	8.06	1.14	315					
		Above 6	7.63	.96	65					
6	Family Income	Rs.5001 - Rs.10000	8.24	1.71	33	.859		499	2.623	Ns
		Rs.10001 - Rs.15000	7.90	1.42	71					
		Rs.15001 - Rs.20000	8.03	1.20	222					
		Above Rs.20000	7.92	1.03	174					
7	Family Debt	No	8.13	1.57	88		1.181	498	1.968	Ns
		Yes	7.96	1.13	412					

NS-Non-Significant, * - 5 % level of Significance, ** - 1 % Level of Significance

T-test and F-test results show that the calculated value is lower than the table value in the case of marital status, family income and family debt at either 5 percent or 1 percent significance level. The hypothesis is accepted and therefore, there is no association found between these personal variables and the job satisfactions. At the same time, *the calculated value is higher than the table value at either 5 percent or 1 percent significance level in the case of personal variables such as age, gender, educational qualifications and family size. Therefore, a null hypothesis is rejected* in these cases.

The influence of these variables on employee opinion towards the job satisfactions of the respondents who are between 18 and 25 years of age, the female respondents are found to agree more on job satisfaction, unmarried employees are found to agree more on job satisfaction, the

respondents who are at higher secondary level are found to agree more on job satisfaction, the respondents whose family members are between 4 and 6 are found to agree more on job satisfaction the respondents whose family income is between Rs.5001 and Rs.10000 are found to agree more on job satisfaction and the respondents who do not have family debt are found to agree more on job satisfaction.

Table-2: Association between occupational profile and their opinion towards job satisfaction

S.No	Variables	Group	Mean	SD	No.	F test	T Test	df.	Table Value	Sig.
1	Size of Unit	Small	7.78	1.45	200	5.655		499	4.648	**
		Medium	8.07	1.04	200					
		Large	8.23	.93	100					
2	Type of Job Activity	Fabrication, Compacting and Calendaring	7.62	1.11	106	11.291		499	3.821	**
		Dyeing, Bleaching, and Printing	7.79	1.47	52					
		Cutting, Sewing, Embroidering and packing	8.35	1.20	205					
		Composite unit	7.80	1.08	137					
3	Total Experience in Textile Industry	Less than 5	8.19	1.06	59	3.274		499	2.390	*
		5 - 10	8.06	1.09	250					
		10 - 15	7.66	1.45	122					
		15 - 20	8.00	1.36	15					
		Above 20	8.19	1.21	54					
4	Wage (p.m)	Below Rs.3000	8.50	1.35	10	10.936		499	3.357	**
		Rs.3001 -Rs. 6000	8.31	1.45	49					
		Rs.6001 -Rs. 9000	8.43	1.27	107					
		Rs. 9001 -Rs. 12000	8.03	1.26	155					
		Above Rs.12000	7.57	.90	179					
5	Work Schedule	Day shift	8.35	1.18	165	8.032		499	3.357	**
		Afternoon shift	8.28	1.19	29					
		Night shift	8.33	1.50	9					
		Irregular shift on cal	7.59	1.23	93					
		Rotating shift	7.82	1.15	204					

NS-Non-Significant, * - 5 % level of Significance, ** - 1 % Level of Significance

F-test results show that the calculated value is higher than the table value at either 5 percent or 1 percent significance level in the case of unit size, type of job activity, experience, wage, and work schedule. The null hypothesis is rejected in these cases and therefore, there is association found between these occupational variables and the job satisfaction.

The influence of these variables on employee opinion towards job satisfaction has been understanding with the mean score for opinion towards job satisfaction is high for respondents who are working in large units are found to agree more on job satisfaction, the respondents who are working in cutting, sewing, embroidering and packing units are found to agree more on job satisfaction, the respondents who have less than 5 years and above 20 years' experience in textile industry are found to agree more on job satisfaction, the respondents who earn below Rs.3000 are found to agree more on job satisfaction and the respondents who are working in day shift are found to agree more on job satisfaction.

5.1 Findings

- There is no association of employees' opinion on the job satisfaction with marital status, family income and family debt.
- There is an association of employees' opinion on the job satisfaction with age, gender, educational qualification and family member is found.
- There is an association of employees' opinion on the job satisfaction with unit size, type of job activity, experience, wage and work schedule is found.
- Female, age between 18 and 25 years, higher secondary level, family members are between 4 and 6 are found to agree more on job satisfaction.
- The respondents who are working in large units, working in cutting, sewing, embroidering and packing units, have less than 5 years and above 20 years' experience, earn below Rs.3000 and working in day shift are found to agree more on job satisfaction.

5.2 Suggestions

- The employer should provide necessary facilities who are working in small and medium unit employees to get job satisfaction because they are only dissatisfied with job satisfaction.
- Employers should provide quarter's facilities to employees with subsidized rent. This will help the employers to gain loyalty among the employees and increase job satisfaction.
- A variety of monetary and non-monetary benefits to an employee will increase the Quality of Work Life and improve the level of job satisfaction among the employees by recognizes the educational qualification, experience and accepting innovative ideas.
- Wages fixed based on the cost of living of the Tirupur regions and it should help to improve the standard of living of the employees also get satisfaction among themselves.

6. CONCLUSION

Job satisfaction not only retains the existing employees but also attracts the potential talented employees. The employers should strongly bear in their minds that the benefit of QWL is all-pervasive because, in the competitive era, employees are the asset of any industry, so every firm should take care of their employees. Job satisfaction boost productivity. Employees long for job satisfaction through fair wage and recognition of their achievements. The finding can be identified by getting the association of employees' opinion on the job satisfaction with age, gender, educational qualification, family member, unit size, type of job activity, experience, wage and work schedule is found. Hence, the employer should concentrate on above factors while planning the welfare of the employees and through this employees can get job satisfaction.

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