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Research Paper Management

An Analysis of Factors Affecting Work Environmental of Textile Shop Employees in Coimbatore City. –Multivariate Analysis

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ABSTRACT

The Industrial Revolution is the most important event in the history of humanity since the domestication of animals and plants. It is not a coincidence that the Industrial Revolution began less than 20 years after the British conquest of east India. Good organizational culture is an internal state of mind, which can be caused by environmental and social situations, so, it is necessary for the organizations to identify exciting situations of the textile shops, in order to rectify it for the betterment of both the employee and employer. Objectives of the study, To study the factors influencing the work environmental of select textile shop employees in Coimbatore city. Methodology of the study, Stratified random sampling method has adopted in this study, total number of respondents are 400. Sales man only. The Coimbatore city has sampling unity. Interview schedule has been used in this study. Conclude this study; It is very clear from the study that the management has taken more effective steps to improve the well being of the employees by providing such type of improved culture. Since sterling biotech ltd; is an organization that does not use employees as more salaried person but they are believed to be the soul of the organization

KEYWORDS : Work environment, employees, Training, etc.

INTRODUCTION

The Industrial Revolution is the most important event in the history of humanity since the domestication of animals and plants. It began in Britain, then subsequently spread throughout Western Europe, North America, Japan, and eventually the world. The Industrial Revolution took place during and the 18th and 19th centuries where major changes in agriculture, manufacturing, mining, transportation, and technology had a profound effect on the social, economic and cultural conditions of the times. It started with the mechanization of the textile industries, the development of iron-making techniques and the increased use of refined coal (McNeil, 1982)[1]. Trade expansion was enabled by the introduction of canals, improved roads and railways.

It is not a coincidence that the Industrial Revolution began less than 20 years after the British conquest of east India. It is a coincidence that the engine of Britain's Industrial Revolution was its textile industry. Before the Industrial Revolution, India was the world's number one textile manufacturer and exporter. Subsequently, Britain conquered the whole of India, thus giving it more capital, more raw materials and a larger market-which helped to accelerate its Industrial Revolution. India's economy was devastated in this process. Thus, the Industrial Revolution was built on the grave of the Indian economy. The Industrial Revolution happened in Britain, but it was funded by India, against her will (Palme Dutt, 1969)[2]. The Industrial Revolution gave birth to the Industrial Age or the Modern Age. Thus, though the Modern Age was inaugurated in Britain, the real driving force behind it was India. Thus Britain did not "make India modern". The truth is the other way around. It was India that helped Britain to become modern.

The Modern Age has become synonymous with growth and modernization of textile industry. It has opened the flood gate for modern machinery and manpower to handle them. Even though textile industry is highly mechanized, still there are thousands of employees to maintain them and also to handle jobs which require only manpower and not machine power. Though most of the employees are decently paid, the modern day scenario in textile industry causes great stress on employees which in turn affect of their working efficiency. This will lead to lesser production which may ultimately result in the crippling of nation's economy. Moreover, civil law suits and workers' compensation claims for work stress-related disabilities are escalating and are increasingly becoming a headache for textile mill owners. Hence, it is very much vital to find out the causes, level and impact of stress among textile shop employee which will enable the experts to remedy them-
MEANING OF ORGANISATIONAL CULTURE

Although the concept of organisational cul ture was popularized in the early 1980s, its roots canbe traced back to the early human relations view of organizations that originated in the 1940s. Human relations theorists viewed the informal, nonmaterial, interpersonal, and moral bases of cooperation and commitment as perhaps more important than the formal, material, and instrumental controls stressed by the rational system theorists

Attention to organizational culture lost ground as organizational science, and social science in general, became increasingly quantitative. To the extent that research on organizational culture survived, its focus shifted to its more measurable aspects, particularly employee attitudes and perceptions and/or observable organizational conditions thought to correspond to employee perceptions (i.e., the level of individual involvement, the degree of delegation, the extent of social distance as implied by status differences, and the amount of coordination across units).This research, referred to as organizational climate studies, was prominent during the 1960s and 1970s (Denison 1990).The renewed interest in organizational culture that emerged in the late 1970s and resulted in the four books mentioned above suggested that a deeper, more complex anthropological approach was necessary to understand crucial but largely invisible aspects of organizational life. This renewed interest in organizational culture represented a return to the early organizational literature but it went far beyond this literature in contributing important new insights and ways of thinking about the role, importance, and characteristics of organizational culture.

STATEMENT OF THE PROBLEM

Good organizational culture is an internal state of mind, which can be caused by environmental and social situations, so, it is necessary for the organizations to identify exciting situations of the textile shops, in order to rectify it for the betterment of both the employee and employer. The concept of organizational culture is a multidimensional and socially constructed (Hofstede,Neuijen, Ohavy and Sanders, 1990). This culture reflects the way members of an organization perform and how they are committed to the organization

A thorough survey of literature clearly reveals that studies on the organization culture of textile shop workers are s in Coimbatore. This culture reflects the way members of an organization perform and how they are committed to the organization. Organizational culture is defined as a set of beliefs, values and assumptions which is shared by the employees of an organization. The study significantly helps towards increasing worker's productivity and morale.

Scope of the Study

The approach to the study has been from the point of view of textile employees of work environment factors. This study covers employees in textiles shops and it measures the conditions of organization culture.

Objectives of the study

To study the factors influencing the work environmental of select textile shop employees in Coimbatore city.

To offer the suitable suggestion and recommendation.

Methodology and tool for Data Collection

This study is an empirical research, based on the survey method. The data relating to the textile employees only sales man category were collected with the help of interview schedule. The secondary data have been collected from the official record of the various sources. The statistical tools such as Factor analysis and Likekrt's Scale technique were used for this analysis

sampling design

The sample Coimbatore City, has occupied many textile shops. More than two hundred textiles shops in this City. Out of these, 10 big textile shops were selected at random. More than 4000 employees in these shop. From this employees only 400 samples were selected by applying stratified random sampling technique were adopted in this study

Analysis and interpretration

DIMENSIONALITY OF THE MULTI-SCALE ITEMS (FACTOR ANALYSIS)

Factor Analysis is a set of technique which by analyzing correlations between variables reduces their numbers into fewer factors which explain much of the original data, more economically. Even though a subjective interpretation can result from a factor analysis output, the procedure often provides an insight into relevant psychographic variables, and results in economic use of data collection efforts. The subjective element of factor analysis is reduced by splitting the sample randomly into two and extracting factors separately from both parts. If similar factors result, the analysis is assumed as reliable or stable.

TABLE -1 KMO AND BARTLETT'S TEST FOR FACTORS RELATED TO OVERALL OPINION ABOUT WORK ENVIRONMENTAL

Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.862
Bartlett's Test of Sphericity: Approx. Chi-Square	1695.141
Sig	0.000

From the above table, two tests namely, Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) and Bartlett's Test of Sphericity have been applied to test whether the relationship among the variables has been significant or not. The Kaiser-Meyer-Olkin Measure of sampling adequacy shows the value of test statistics is 0.862, which means the factor analysis for the selected variable is found to be appropriate or good to the data. Bartlett's test of sphericity is used to test whether the data are statistically significant or not with the value of test statistics and the associated significance level. It shows that there exists a high relationship among variables.

TABLE –2. EIGEN VALUES AND PROPORTION OF TOTAL VARIANCE OF EACH UNDERLYING FACTORS RELATED TO OVERALL OPINION ABOUT WORK ENVIRONMENTAL

component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.054	28.081	28.081	5.054	28.081	28.081	5.054	28.081	28.081
2	1.482	8.232	36.313	1.482	8.232	36.313	1.482	8.232	36.313
3	1.331	7.394	43.706	1.331	7.394	43.706	1.331	7.394	43.706
4	1.109	6.159	49.865	1.109	6.159	49.865	1.109	6.159	49.865
5	1.064	5.912	55.777	1.064	5.912	55.777	1.064	5.912	55.777

Extraction Method: Principal Component Analysis

The results of the factor analysis presented in the table – 2 regarding factors influencing the present working condition, have revealed that there are eighteen factors that had Eigen value exceeding "one". Among those four factors, the first factor accounted for 28.08 percent of the variance, the second 8.23 percent, the third factor 7.39 percent, the fourth factor 7.97 per cent and fifth factor 5.912 per cent of the variance in the data set. The first four factors are the final factors solution and they all together represent 55.77 percent of the total variance in the scale items measuring the factors influencing work environment of present organization culture**.** Hence from the above results, it is certain that are factors influencing the work environmental in exciting organization culture.

TABLE ---3 COMMUNALITIES FOR FACTORS RELATED TO FACTORS RELATED TO OVERALL OPINION ABOUT WORK ENVIRONMENTAL

S.NO.	ITEMS	Initial	Extraction(h^2)
1	The working hours are comfortable	1.000	.653
2	The work load is excessive	1.000	.592
3	The rest intervals are adequate	1.000	.545
4	Adequate facilities are provided to attend my job	1.000	.544
5	The work place is free from dust, noise pollution and there is proper lighting /ventilation. -	1.000	.535
6	I get a fair break on my job -	1.000	.656
7	Welfare measures (canteen food, water, timings, etc.,) taken here enhances my productivity -	1.000	.516
8	I am satisfied with the housing facilities provided by the management -	1.000	.449
9	The work is well organized here -	1.000	.517
10	I recognize the importance of how my job fits in with other work in the organization -	1.000	.443
11	I have the right people and equipment to do my work -	1.000	.528
12	I can learn a great deal on my present job --	1.000	.632
13	I have little opportunity to exhibit my skill and knowledge in the work --	1.000	.558
14	Sometimes I feel that my job counts very little in the organization --	1.000	.636
15	I often feel worn out and tired on my job --	1.000	.554
16	The training given here helps me to do my job efficiently --	1.000	.605
17	The people I work with are friendly and cooperative. -	1.000	.605
18	The people I work with here my suggestions while handling tough jobs. -	1.000	.470

The above table (Communalities) represents the application of the Factor Extraction Process, it was performed by Principal Component Analysis to identify the number of factors to be extracted from the data and by specifying the most commonly used Varimax rotation method. In the principal component analysis, total variance in the data is considered. The proportion of the variance is explained by the fourteen factors in each variable. The proportion of variance is explained by the common factors called communalities of the variance. Principal Component Analysis works on initial assumption that all the variance is common. Therefore, before extraction the communalities are all 1.000..

TABLE 4 - ROTATED COMPONENT MATRIX FOR FACTORS RELATED TO OVERALL OPINION ABOUT WORK ENVIRONMENTAL

Variable code	Component				
	I	II	III	IV	V
WE_{16}	.682	-.091	.324	-.060	.152
WE_{17}	.680	.214	-.143	.092	.259
WE_{10}	.557	.220	.127	.246	.083
WE_{15}	.527	.122	.376	.343	-.045
WE_{9}	.521	.485	.034	.080	-.061
WE_{5}	.512	.276	-.013	.442	-.019
WE_{12}	.482	.124	.433	-.195	.399
WE_{6}	-.015	.800	.062	.097	-.050
WE_{18}	.112	.651	.158	.007	.097
WE_{11}	.228	.627	.275	-.061	.065
WE_{7}	.185	.624	.073	.135	.263
WE_{8}	.425	.451	-.073	.214	.120
WE_{14}	.030	.160	.758	.156	.101
WE_{13}	.105	.167	.692	.183	-.084
WE_{3}	.057	-.037	.110	.712	.146
WE_{4}	.175	.161	.208	.657	.113
WE_{1}	.143	.173	-.009	.026	.776
WE_{2}	.076	.014	.040	.274	.714

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Rotation converged in 12 iterations.

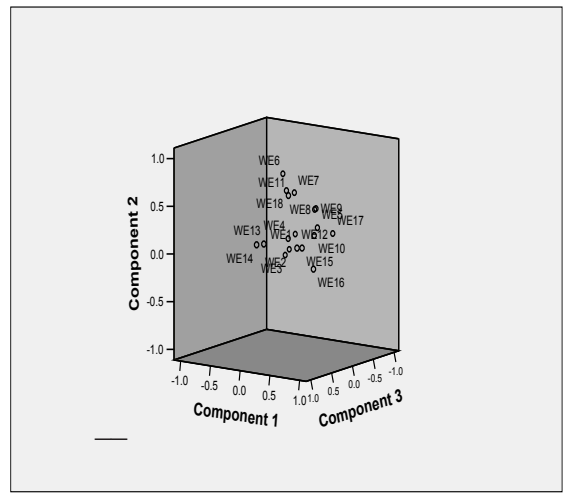
Table 4 represents the Rotated Component Matrix, which is an important output of principal component analysis. The coefficients are the factor loadings which represents the correlation between the factors and the eighteen variables (WE_1 to WE_{18}). From the above factor matrix it is found that coefficients for factor-I have high absolute correlations with variable WE_{16},WE_{17},WE_{10}, WE_9, WE_5 and WE_{12} that is, 0.682, 0.680, 0.557, 0.527, 0.52,0.512 and 0.482 respectively. Similarly factor-II has high absolute correlation with variable WE_6, WE_{18}, WE_{11}, WE_7 and WE_8, that is, .800, 0.651,.627,.624 and 0.451 respectively. Next, factor III has high absolute correlation with variable WE_{14} and WE_{13} that is, 0.758 and 0.692 respectively. Factor-IV has high absolute correlation with variable WE_3 and WE_4 that is, 0.712 and .657 respectively. Factor-V has high absolute correlation with variable WE_1 and WE_2 that is, 0.776and .714 respectively For example in this study, factor one is at least somewhat correlated with twelve variable out of the fourteen variables with absolute value of factor loading greater than or equal to 0.5. In such a complex matrix it is difficult to interpret the factor. So we proceed to compute the rotated factor matrix.

TABLE 5
Component Transformation Matrix

Component	1	2	3	4	5
1	.618	.566	.338	.326	.279
2	.271	-.792	.185	.329	.396
3	-.216	-.078	.763	.232	-.558
4	-.206	.088	-.441	.850	-.182
5	-.675	.198	.274	.097	.649

The above table reveals the factor correlation matrix. If the factors are uncorrelated among themselves, then in the factor correlation matrix, the diagonal elements will be 1's and off diagonal elements will be 0's. Since matrix was rotated with Varimax, barring some variables all other variables are found to have, even if not zero correlations but fairly low correlation.

CHART -1



CONCLUSION

Thus the eighteen variables in the data were reduced to five Component factor and each factor may identified with the corresponding variables as follows:

TABLE -6
SHOWING THE FACTORS IDENTIFIED THE FACTORS RELATED TO OVERALL OPINION ABOUT WORK ENVIRONMENTAL

WE_{16}	Training help me to do my job	68.2%	FACTOR I
WE_{17}	The people work with are friendly and co-operative	68%	
WE_{10}	How jobs fits in which works in the organisation	55.7%	
WE_{15}	I often feel worn out and tired on my job	52.7%	
WE_{9}	The work is well organisaed here	52.1%	
WE_{5}	The pople place is free from dust, noise etc.	51.2%	
WE_{12}	I can learn a great deal on my present job	80%	
WE_{6}	I get fair break on my job	65.1%	FACTOR II
WE_{18}	The pople I work with ere my suggestions	62.7%	
WE_{11}	I have the right people and equipment to do my work	75.2%	
WE_{7}	Provide welfare measure	69.8%	
WE_{8}	Sometimes I feel that my job counts very little in the organisation	48.02%	
WE_{14}	Sometimes I feel that my job counts very little in the organisation	75.8	FACTOR III
WE_{13}	I have little opportunity to exhibit my skill and knowledge in the work	69.2	
WE_{1}	The working hours are comfortable	71.2	FACTOR IV
WE_{2}	The work load is excessive	65.7	
WE_{3}	The reset intervals are adequate	77.6	FACTOR V
WE_{4}	Adequate facilities are provided to attend to my job	71.6	

Source:Primary Data

SUGGESTIONS

The management should provide opportunity in decision making process. Training programmers should be conducted such that the employees may not depend much on their supervisors. To maintain the morale of the organizational culture both the management and employees keep a trustful relationship. To communication between employers and employee should be effective. Job related stresses should be reduced and should give importance to the work morale. Leadership quality of each supervisor should reflect on their subordinates. Effective and skill based training programmers should be conducted for the betterment of the employees. The management should consider the feedback and suggestion of the employees for the development of employees as well as the organization.

CONCLUSION

"Good Organizational Culture lead to over all organization development through employee commitment" it is wrong assumptions that once material well being is assured men would live happily ever after. Since man is a psychological creature and a spiritual being his needs are unified to material well brings alone but include several other qualitative aspects which are discussed in the study. One of these functions is organization culture which as been used in this for analyzing various practices in the organization. From the study it could be found that the organization culture prevailing I this organization is good. It is very clear from the study that the management has taken more effective steps to improve the well being of the employees by providing such type of improved culture. Since sterling biotech ltd; is an organization that does not use employees as more salaried person but they are believed to be the soul of the organization. It is believed that necessary step will be taken in the future courses of time for future development of organization culture.

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