



A Study on Women Workers Satisfaction in Textile Mills in Coimbatore District

Dr.
A.Venkatachalam

M.Com., Ph.D., Associate Professor and Head, G.T.N.Arts College, Dindigul

D.Murugaraj

M.Com., M.Phil., Ph.D., Schloar- Commerce, Manonmaniam Sundaranar Univeristy, Tirunelveli

ABSTRACT

Increasing productivity is the ultimate aim of every industrial organisation, for which the provision of labour welfare is the most important one. The labour welfare implies providing better working conditions. Job performance of workers is based on appropriate working condition.

The textile mills which have been flourishing of late and earning huge foreign exchange to the nation and bringing good returns to their workers have also a responsibility to provide better working conditions which will go a long way in improving the satisfaction of the workers in general and women in particular. The study stresses that the women-workers have to be provided with as many facilities as are necessary for their betterment and satisfaction. The requirements which are yet to be fulfilled are identified for which suitable suggestions have also been offered. To create a cordial atmosphere and smooth relationship between management and workers, it is essential to satisfy the need of the latter. It will definitely improve the efficiency of the women-workers and will in turn contribute to the profitability of the textile mills.

KEYWORDS : Productivity, Textile Mills, Job Satisfaction, Labour Welfare

INTRODUCTION

The Indian textile has a significant presence in the Indian economy as well as in the international textile economy. Its contribution to the Indian economy is manifested in terms of its contribution to the industrial production, employment generation and foreign exchange earnings. Coimbatore district is one of the important districts of the Tamil Nadu state. The majority of the workers in the district depend on the textile industry and its ancillary and auxiliary industries for their livelihood. Hence the present study is a fact-finding exercise to know the extent of satisfaction derived and the factors influencing the satisfaction of the women-workers on working conditions in the textile mills in Coimbatore District.

STATEMENT OF THE PROBLEM

Employment outside the home boosts women's self respect and gives them a sense of achievement coupled with financial independence. Thanks to Mahatma Gandhiji's efforts and the deep involvement of women in the freedom struggle, full political rights and equality in all spheres have been conferred on women in the post independent India.

The management's perception today towards the capabilities of workers and the various reasons advanced by them seem to be in favour of women workers. Their opinion, by and large, struck a note of optimism and possessiveness in their attitude towards employing women in textile mills. The major reasons for employing women have been the increasing management awareness of the capability of workers, shortage of male workers, women's distinctive favourable traits, lesser indiscipline, passive union activity, easy supervision and better industrial relation.

Increasing productivity is the ultimate aim of every industrial organisation, for which the provision of labour welfare is the most important one. The labour welfare implies providing better working conditions. Job performance of workers is based on appropriate working condition. Enquiries were made initially from twenty five workers in Textile mills to understand the working condition and the various problems faced by them ranging from economic, social and environmental to psychological. It initiated the researcher to do this research.

OBJECTIVE OF THE STUDY

The main objective of the study is to identify the factors influencing the satisfaction of women-workers on working environment in textile mills in Coimbatore district.

SAMPLING DESIGN

The present study proposes to cover the mills in Coimbatore district. As census method is not feasible, the researcher has proposed to follow sampling. The sample mills are selected by following Cluster Sampling Method.

The district is divided into six taluks namely Coimbatore South, Coimbatore North, Mettupalayam, Pollachi, Sulur and Valparai. Each taluk is considered a cluster. The present study selected 16 mills in the universe of registered members of SITRA in the district. A selection of 480 women-workers was made on a simple random basis at the rate of 30 from each selected mills.

SOURCES OF DATA

The study is empirical in nature based on survey method. The entire data required for the study were collected by interviewing the workers with the help of the interview schedule.

TOOLS OF ANALYSIS

The general plan of analysis ranges from simple descriptive statistics to 'F' test. The extent and variation of satisfaction derived by the women-workers were measured through scale and analysis on the basis of the scores of components. In order to find the significance of the difference between the average, analysis of variance, 'F' test, co-efficient of correlation analysis and partial regression analysis have been applied.

ANALYSIS AND INTERPRETATION

The extent of satisfaction derived by the textile mill women-workers has been measured with the scale called women workers' satisfaction scale. Based on the scores, the women-workers are divided into three groups namely those with low satisfaction, medium satisfaction and high satisfaction.

The average satisfaction score of the sample respondents is 65.73 out of the maximum of 100. The middle-aged respondents have derived more satisfaction than the young and the aged. Urban women-workers are more satisfied than rural women workers. The married respondents have more satisfaction than the unmarried women workers.

Socially forward caste women-workers are more satisfied with various working conditions in textile mill than their counterparts. The respondents with high school and higher secondary level of education are more satisfied than the other respondents. The women-workers from nuclear family have derived more satisfaction.

The women-workers with large families are more satisfied than the small and medium sized family respondents. The skilled women-workers have more satisfaction in various working conditions in textile mill than the unskilled and the semi-skilled. Women-workers with 6 to 10 years of experience have derived more satisfaction.

The high income group of respondents receives more satisfaction. The women-workers who are aware of the various legislations related to textile mill are more satisfied than the others. Those who are members of trade unions are more satisfied than the non-members.

Simple Correlation of Selected Factors with Satisfaction

S.No	Factors	Correlation Co-efficient	Table value " r_c "	Significance
1	Age	0.076	0.098	Not Significant
2	Residence	-0.216	0.098	Significant
3	Marital Status	0.073	0.098	Not Significant
4	Community	-0.128	0.098	Significant
5	Education	0.139	0.098	Significant
6	Type of the Family	-0.024	0.098	Not Significant
7	Size of the Family	0.161	0.098	Significant
8	Skill Level	0.037	0.098	Not Significant
9	Experience	0.007	0.098	Not Significant
10	Income	0.018	0.098	Not Significant
11	Awareness	0.199	0.098	Significant
12	Membership	0.397	0.098	Significant

Twelve factors are identified and their influences on satisfaction have been analyzed. The influence of each factor has been tested with the help of correlation co-efficient. Among the factors tested, the Residence, Community, Education, Size of the family, Awareness and Membership in trade union are the significant influences on satisfaction.

The study reveals that the satisfaction derived by the women-workers in textile mill can be increased by imparting proper training related to various industrial operations involved in textile mill. This training aspect will surely increase their skill level and income which in turn would enhance their satisfaction level.

CONCLUSION

The textile mills which have been flourishing of late and earning huge foreign exchange to the nation and bringing good returns to their workers have also a responsibility to provide better working conditions which will go a long way in improving the satisfaction of the workers in general and women in particular. The study stresses that the women-workers have to be provided with as many facilities as are necessary for their betterment and satisfaction. The requirements which are yet to be fulfilled are identified for which suitable suggestions have also been offered. To create a cordial atmosphere and smooth relationship between management and workers, it is essential to satisfy the need of the latter. It will definitely improve the efficiency of the women-workers and will in turn contribute to the profitability of the textile mills.

REFERENCES

1. Neelam Verma., Socio-Economic Backwardness in Women, Economic and Political Weekly, Vol. XXXV, No. 10, 2006.
2. Raghavan P.V., Employees attitudes towards their organization, 2004, SITRA, Coimbatore.
3. Rajammal Devadas P, Women Workers in Industries, Fourth human Relations Conference, South India Textile Research Association, Coimbatore, 1962.
4. Rathna., Nutritional Status of Women working in Ginning Mills, Journal of Nutrition and Dietetics, 1994.
5. Rudraswamy V., Industrial Unrest in Tamilnadu in the Sixties—A Study of Strikes and Lock outs, Research Report, Vol.19, November4, 1974, 25 years of Research, Silver Jubilee Publications, SITRA, Coimbatore.
6. Sharan., Working Conditions and Job Satisfaction among the Industrial Women Workers: a Case Study of Kanpur, Indian Journal of Industrial Relations, Vol. 15, No.4, April, 2006.