



AUTONOMY POSITION IN TEXTILE EMPLOYEES IN TIRUPUR REGION

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ABSTRACT

India has a rich and diverse tradition in the field of Textile. Textile Industry provides more employment opportunity and provides major contributor to economic development in India. Tamil Nadu is one of the fastest growing states of India through the growth of Textile Industry. Tirupur has gained universal recognition as the leading source of hosiery, knitted garments, casual wear, and sportswear. Still, in three decades, Tirupur named as the knitwear capital of the country. In the growing situation of Textile industry in Tirupur, the researcher wants to know the employee's autonomy position in this type of industry. Because it is also one of the factors of QWL of employees. Any industry employee has more QWL, it leads positive reflection on the production side of the firm.

KEYWORDS : Autonomy, QWL, Knitwear Capital

Introduction

The textile industry is one of the main pillars holding the Indian Economy. It provides direct employment to an estimated 35 million people. The Textile Industry in Tirupur would be in a position to take adequate steps to improve the QWL of employees. This study describes the factors determining the Quality of Work Life in the firms located in Tirupur district and this may hold good for all the firms in Textile Manufacturing Industry operating with a similar culture. Quality of Work Life is nothing but the Quality of life that an employee experiences at his or her work place. The quality of Work Life is nothing but the Quality of life that an employee experiences at his or her work place.

Review of literature

Dwivedi. R.S (1977) carried out a case study on "Quality of Work Life in Volvo automobile plant located in Sweden". Autonomous work groups with five to twelve workers were made and asked to select a supervisor. These groups were made responsible to schedule, assign and inspect their own work. 25 groups were established to perform different modules in the manufacture of an automobile. These groups had complete control over their work, including inspection. In addition, a human work climate was evolved. This led to substantial improvements in quality of work life and reduced the turnover and absenteeism. Till date, Volvo continues to innovate in its application of Quality of Work Life activities, discussions on interpersonal relationships, a group working and problem-solving.

Saipin Narongrit and Supit Thongsri (2001), dealt with the Quality of Work Life and organizational commitment. It was found that the levels of the staffs' Quality of Work Life were moderate. Personal characteristics like sex, age, status, education, position, staff salary, and line function caused no difference. All factors of quality of work life had positive correlation with organizational commitment

Statement of the problem

Tamil Nadu is one of the main states for the development of Textile Industry in India. Tirupur Textile Industry is the back bone of Textile Industry development in Tamil Nadu and they have the magnificent impact on the national economy. Tirupur is the largest and fastest growing district in Tamil Nadu. Tirupur provides employment opportunities for millions of people in Tamil Nadu and other states

of India. Autonomy. The work today has become repetitive and fragmented. The average worker often responds mechanically to the demands of a machine without much control on them. QWL can be improved if the job allows sufficient autonomy and control, uses a wider range of skills and abilities, provides immediate feedback to workers to take corrective action, is seen as a total activity and provides an opportunity to plan and implement by himself. Hence, the researcher has made an earnest attempt to study the autonomous position of the employee in the Textile Industry of Tirupur.

Objectives of the study

To study the personal and occupational profile of the employees of Textile Industry in Tirupur

To study the employee's autonomy with reference to job-related aspects in the Textile Industry

Research design

It is based on the primary and secondary data. For analysis, convenience sampling techniques used for the study. The sample size is 500 respondents of Tirupur Textile Industry employees. T-test and F-test used for analyzing data collected from the respondents.

Data Analysis and Interpretation

In this section, an attempt has been made to examine the association between the employee's opinion towards autonomy 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 autonomy and their personal/occupational profile.

1) Personal profile and autonomy

Table 1 portrays the mean values of employees' opinion towards autonomy for all independent variables that determine the personal profile such as age, gender, marital status, educational qualifications, family size, family income and family debt

Table 1 Distribution of respondents based on the association between personal profile and their opinion towards autonomy

S.No	Variables	Group	Mean	SD	No.	F test	T Test	df.	Table Value	Sig.
1	Age	18 - 25 yrs	9.96	1.88	113	9.316		499	3.357	**
		25 - 35 Yrs	9.91	1.86	179					
		35 - 45 Yrs	10.84	1.56	95					
		45 - 55 Yrs	10.08	1.86	76					
		Above 55 Yrs	8.81	1.76	37					
2	Gender	Male	10.16	1.90	289		1.726	498	1.968	Ns
		Female	9.87	1.80	211					

3	Marital Status	Unmarried	9.91	1.86	124	3.274		499	2.623	*
		Married	10.08	1.86	248					
		Divorced	10.44	1.74	85					
		Widowed	9.40	2.00	43					
4	Educational Qualifications	Illiterate	9.98	2.01	58	5.286		499	3.357	**
		Primary	10.35	1.88	283					
		Higher Secondary	9.52	1.65	137					
		Graduate	9.40	1.50	15					
5	Family Members	1 - 3	10.04	1.87	120	.244		499	3.014	Ns
		4- 6	10.07	1.90	315					
		Above 6	9.89	1.65	65					
6	Family Income	Rs.5001 - Rs.10000	10.15	2.21	33	.556		499	2.623	Ns
		Rs.10001 - Rs.15000	10.07	1.91	71					
		Rs.15001 - Rs.20000	9.92	1.76	222					
		Above Rs.20000	10.16	1.91	174					
7	Family Debt	No	10.33	1.84	88		1.609	498	1.968	Ns
		Yes	9.98	1.86	412					

Source: Primary Data

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 gender, family size, 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 autonomy. 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, marital status, and educational qualifications. Therefore, a null hypothesis is rejected in these cases.

The influence of these variables on employee opinion towards autonomy has been understanding with the mean score for opinion

towards autonomy is high for the respondents who belong to the age group between 35 and 45 years are found to agree more on autonomy. Male employees are found to agree more on autonomy. The divorced employees are found to agree more on autonomy. The respondents who are educated up to primary level are found to agree more on autonomy. The respondents whose family members are between 4 and 6 are found to agree more on autonomy. The respondents whose family income is above Rs.20000 are found to agree more on autonomy. The respondents who do not have family debt are found to agree more on autonomy.

I) Occupational profile and autonomy

Table 2 portrays the mean values of employees' opinion towards autonomy for all independent variables that determine the occupational profile such as unit size, type of job activity, work experience, wage, and work schedule.

Table 2 Distribution of respondents based on the association between occupational profile and their opinion towards autonomy

S. No	Variables	Group	Mean	SD	No.	F test	T Test	df.	Table Value	Sig.
1	Size of Unit	Small	9.72	1.85	200	7.240		499	4.648	**
		Medium	10.11	1.89	200					
		Large	10.56	1.73	100					
2	Type of Job Activity	Fabrication, Compacting and Calendaring	10.09	1.90	106	.544		499	2.623	Ns
		Dyeing, Bleaching, and Printing	9.98	1.60	52					
		Cutting, Sewing, Embroidering and packing	9.93	1.93	205					
		Composite unit	10.18	1.82	137					
3	Total Experience in Textile Industry	Less than 5	10.64	1.85	59	5.477		499	3.357	**
		5 - 10	9.83	1.67	250					
		10 - 15	10.46	1.97	122					
		15 - 20	9.87	1.88	15					
		Above 20	9.44	2.16	54					
4	Wage (p.m)	Below Rs.3000	9.70	1.83	10	1.713		499	2.390	Ns
		Rs.3001 -Rs. 6000	9.41	1.94	49					
		Rs.6001 -Rs. 9000	10.16	1.85	107					
		Rs. 9001 -Rs. 12000	10.10	1.67	155					
		Above Rs.12000	10.11	1.99	179					
5	Work Schedule	Day shift	9.95	1.77	165	2.908		499	2.390	*
		Afternoon shift	9.31	1.51	29					
		Night shift	8.89	2.62	9					
		Irregular shift on call	10.37	1.70	93					
		Rotating shift	10.12	1.98	204					

Source: Primary Data

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

F-test results show that the calculated value is lower than the table value in the case of a type of job activity and wage at either 5 percent or 1 percent significance level. The hypothesis is accepted and therefore, there is no association found between these occupational

variables and autonomy. At the same time, *the calculated value is higher than the table value at either 5 percent or percent significance level in the case of occupational variables such as unit size, experience, and work schedule. Therefore, a null hypothesis is rejected in these cases.*

8. <http://encyclopedia.thefreedictionary.com>
9. <http://www.teonline.com>
10. <http://www.scribd.com>.
11. <http://tiruppurinfo.blogspot.in>

The influence of these variables on employee opinion towards the autonomy has been understanding with the mean score for opinion towards autonomy is high for the respondents who are working in large units are found to agree more on. The respondents who are working in a composite unit are found to agree more on autonomy. The respondents who are having less than 5 years' experience in the textile industry are found to agree more on autonomy. The respondents whose wage is between Rs.6001 and Rs.9000 are found to agree more on autonomy. The respondents who are working in irregular shifts are found to agree more on autonomy.

Findings

- There is no association of employees' opinion on the autonomy with gender, family member, family income and family debt.
- Association of employees' opinion on the autonomy with age, marital status, and educational qualification is found.
- The respondents who belong to the age group between 35 and 45 years are found to agree more on autonomy. The divorced employees are found to agree more on autonomy. The respondents who are educated up to primary level are found to agree more on autonomy.
- There is no association of employees' opinion on the autonomy with a type of job activity and wage.
- Association of employees' opinion on the autonomy with unit size, experience and work schedule is found.
- The respondents who are working in large units are found to agree more on autonomy. The respondents who are having less than 5 years' experience in the textile industry are found to agree more on autonomy. The respondents who are working in irregular shifts are found to agree more on autonomy.

Suggestions

- The respondents who are educated up to primary level with less than 5 years' experience and working in large units are satisfied with autonomy given. The employers should, therefore, give autonomy in the work place to the rest of the categories.
- The employer gives autonomy will make the employees work sincerely and use their innovative ideas to complete their tasks. It will also create a fear free environment and lead to job enrichment.
- Employees can be given freedom in deciding about work methods, approval of materials, inviting participation of subordinates, interacting with workers, giving feedback and changing the work environment.

Conclusion

In the modern world, every Industry has stiff position in getting unskilled because the most of the people are studied will and try to get a white color job. so every firm should take care of their employees. Better Quality of Work Life encourages employee to produce more quality product. From the study, it is evident that large unit employees of Tirupur Textile Industry have autonomy in their work. The employees of Small and medium unit understand the need and benefit of autonomy and provide autonomy to employees will get satisfaction.

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