

## A Study on Employees Morale with References to Textile Industries



### Human Resource Management

**KEYWORDS :** Employee morale, Job satisfaction, Job performance

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### ABSTRACT

*"Employee morale" is instrumental in creating a unified and functional work environment. Morale influences the beliefs and actions of an individual or unit, as well as dictates the atmosphere of the environment. Morale is commonly defined as the spirit of a person or group as demonstrated by confidence, discipline, and a willingness to perform assigned tasks. Morale is an emotional state which joins employees together in order to achieve organizational goals. If they are friendly with each other. They are described as having a good or high morale. If they seem to be dissatisfied, irritated, cranky, critical, restless and pessimistic, they are described as having poor or low morale". Various interactive behaviors such as interpersonal behavior, group behavior, use of power and authority, leadership, communication, conflict and control are the significant factors which affect the climate in an organization thus influencing productivity.*

### INTRODUCTION

Morale is the enthusiasm with which workers as individuals and groups respond to their work situation and requirements. Periodic updating of personnel policies is essential to keep pace with the changing men, money, materials, machines involved. The organization consists of a synchronized social unit; formed to operate uninterrupted in order to perform universal objectives. The relationship between the employees is an times to avoid managerial stagnation of personnel policies. It is found that to attain goals, factors like integral part for success of any organization. Various interactive behaviors such as interpersonal behavior, group behavior, use of power and authority, leadership, communication, conflict and control are the significant factors which affect the climate in an organization thus influencing productivity. It is the capacity of a group of people to pull together persistently and consistently in the pursuit of a common purpose.

### SIGNIFICANCE OF THE STUDY

Morale leads to enthusiasm among the workers for better performance. Morale is an intangible concept that refers to how positive and supportive a group feels toward the organization. High morale is needed a manifestation of the employees strength, dependability pride, confidence and devotion. Some of the advantages of high morale such as willing cooperation towards objectives of the organization and high degree of employee's interest in their job and organization and reduction in grievance. Where as Low Morale indicates the presence of mental unrest. Low Morale exists when doubt in suspicion are common and when individuals are depressed and discouraged. Such situation will have the adverse consequences like high rates of absenteeism and labour turnover, lack of discipline, decreased Productivity, excessive complaints and grievances and frustration among the workers.

### STATEMENT OF THE PROBLEM

The unpredictable environment of a correctional facility affects each individual in a variety of ways. Those employed to provide care, custody, and control within an institution view each situation and circumstance in their own unique manner. However, one concept which is universal and important to every jail or prison is employee morale. Although every staff member is an exceptional individual, methods for evoking positive morale are rather generalized. An examination of employee morale will review the characterization of morale and the identification of issues affecting morale in the workplace.

### OBJECTIVES OF THE STUDY:

- To identify the work culture and existing relationship among the workers in terms of morale in the organization.
- To examine the impact of morale and its contribution to the employees behavioral changes and productivity.
- To suggest some remedial measures to keep high morale in the organization for their overall betterment.

### RESEARCH METHODOLOGY

#### Research design:

The research design of the study is descriptive research. The descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual or group. The design was descriptive and based on the factors that lead to the employee morale on textile industries in Coimbatore.

#### Sample Design:

The technique used for the research is probability sampling method, because the population is finite. The sampling technique used for the study is simple random sampling technique. The sample size was adopted 100 members of employees from different companies working in the 10 textiles industries in Coimbatore which contains exactly 1015 employees. The researcher randomly selected these 100 employees (10 employees from each company) and the options on various aspects of employee morale were collected by interview schedule.

#### Data Collection

The data was collected from both primary and secondary data. Primary data is collected from 100 sample of respondent working in textile industries in coimbatore with the help of an interview schedule which is pre tested. The Secondary data is collected with the help of company records, company manual, internet, files, and magazines, journals and text books. Apart from that personal discussion with officials in the concern.

### ANALYTICAL FRAME WORK.

The collected data are presented in simple tables and these tables are systematically analyzed with help of simple statistical techniques such as simple percentage, chi-square test and ANOVA.

### DATA ANALYSIS AND INTERPRETATION

**Table-1: Satisfaction Level on present job/work**

Level of satisfaction	Number of Respondents	Percentage of Respondents
Highly Satisfied	40	40
Satisfied	42	42
Dissatisfied	18	18
Total	100	100

#### Source: Primary Data

It is pin pointed from the above table that 42% of the respondents are satisfied on their present job / work, 40% of the respondents highly satisfied and 18% of the respondents are dissatisfied. From the analysis, it is concluded that 42% of respondents are satisfied on the present job or work.

**Table-2 : Satisfaction level on grievances handling by the organization.**

Level of opinion	Number of Respondents	Percentage of Respondents
Strongly Agree	6	6
Agree	72	72
Disagree	22	22
Total	100	100

**Source: Primary Data**

It is lime lighted from the above table that 72% of the respondents agree that they are satisfied on the grievance handling by the organization, 22% of the respondents disagree and 6% of the respondents opined strongly agree, in grievances handling by the organization.

**Table 3: Relationship between the Sex of the respondents and satisfaction on working hours (Two-way table)**

Sno	Sex	Highly Satisfied	Satisfied	Dissatisfied	Total
1	Male	14 (70%)	30 (53.57%)	16 (66.66%)	60 (60%)
2	Female	6 (30%)	26 (46.42%)	8 (33.3%)	40 (40%)
	Total	20	30	16	100

It is lime lighted from the above table that the percentage of highly satisfied on working hours in textile industries was the highest 70% among the male category of the respondents and the same was lowest 30% among the female category of the respondents. The percentage of satisfied level on the working hours in textile industries was the highest 53.57% among the male category of the respondent and the same was the lowest 46.42% among the female category. On the other hand, the percentage of dissatisfied level on working hours in textile industries was highest 66.66% among the male category and the same was lowest 33.33% among the female category of respondents.

In order to find the relationship between the respondent sex and their level of satisfaction on working hours in textile industries, a chi-square test was employed to test the hypothesis and the results of test are shown in the following table.

**Ho:** There is no significant relationship between the respondents sex and their level of satisfaction on working hours in textile industries.

**H1:** There is significant relationship between the respondents of sex and their level of satisfaction on working hours in textile industries.

**Table 4: Relationship between the Sex of the respondents and satisfaction towards comfortability in shift timings and working hours (Chi square test)**

Factor	Value	Degree of Freedom	Table Value	Result
Sex	2.242	2	5.499	Not Significant

It is witnessed from the above table that the calculated chi-square value (2.242) is less than the table value(5.499) and result is not significant .Hence, the null hypothesis (Ho) is accepted. From the analysis, it is concluded that there is no significant relation between sex of the respondent and their level of satisfaction on working hours in textile industries.

**Table 5: Relationship between the Marital Status of the respondents and opinion about their job performance (Two way table)**

S.No	Marital Status	Highly Satisfied	Satisfied	Dissatisfied	Total
1	Married	23 (82.15%)	44 (95.66%)	25 (96.16%)	92 (92%)

2	Single	5 (17.85%)	2 (4.34%)	1 (3.84%)	8 (8%)
	Total	28	46	26	100

It is lime lighted from the above table that the percentage of highly satisfied on Job performance in textile industries was the highest 82.15% among the male category of the respondents and the same was the lowest 17.85% among the female category of the respondents. The percentage of satisfied level on the Job performance in textile industries was highest 95.66% among the male category of the respondent and the same was lowest 4.34% among the female category. On the other hand, the percentage of dissatisfied level on Job performance in textile industries was the highest 96.16% among the male category and the same was lowest 3.84% among the female category of respondent.

In order to find the relationship between the respondent marital status and their level of satisfaction on Job performance in textile industries, a chi-square test was employed to test the hypothesis and the results of test are shown in the following table.

**Ho:** There is no significant relationship between the respondents sex and their level of satisfaction on Job performance in textile industries.

**H1:** There is significant relationship between the respondents of sex and their level of satisfaction on Job performance in textile industries

**Table 6: Relationship between the Marital Status of the respondents and opinion about their job performance(Chi-square test)**

Factor	Value	Degree of Freedom	Table Value	Result
Marital Status	5.140	2	5.499	Not Significant

It is pinpoint from the above table that the calculated chi-square value (5.140) is less than the table value(5.499) and result is not significant .Hence, the null hypothesis (Ho) is accepted. From the analysis, it is concluded that there is no significant relation between marital status of the respondent and their level of satisfaction on their job performance in textile industries

**Table 7: Analysis Variance between the Experience of the respondents and level of satisfaction with their present job(ANOVA)**

Experience	Level of satisfaction with the present Job			Total
	Highly Satisfied	Satisfied	Dissatisfied	
Below 10 Years	2	6	2	10
11-20 Years	18	18	12	48
21-30 years	14	12	2	28
Above 30 years	6	6	2	14
Total	40	42	18	100

**Table 8: Analysis Variance between the Experience of the respondents and level of satisfaction with their present job**

	Mean Square	d.f.	Value	F	Sig.
SSR	295	(4-1) = 3	98.22	14.98	(3,6) = 4.76
SSC	89	(3-1) = 2	44.33	6.76	(2,6) = 5.14
RoE	39	3 x 2 = 6	6.56		
	423	(4x3)-1=11			

The above table shows that the calculated value of F is 14.98 which is more than the table value of 4.76 at 5% with d.f. being (3,6) for between rows i.e. experience of the respondents and the calculated value of F is 6.76 which is also more than the table value 5.14 between columns i.e. level of satisfaction with the

present job. the Analysis of Variance between the Experience of the respondents and level of satisfaction with their present job shows a significant variance. Therefore it is clear that there is significant variance between the Experience of the respondents and level of satisfaction with their present job.

#### FINDINGS

- It is learnt that 42% of the respondents are satisfied towards the present job /work.
- From the analysis 72% of the responds agree that they are satisfied towards the grievances handling by the organization.
- There is no significant relationship between the sex of the respondents and satisfaction on working hours does not hold good.
- There is no significant relationship between the Marital Status of the respondents and opinion about their job performance.

- It is clear that there is significant variance between the Experience of the respondents and level of satisfaction with their present job.

#### CONCLUSION

The main objectives of this paper is to study on employees morale in textile industries. This paper has also attempted to study relationship between marital status of the respondents and their level of opinion on job performance. The study identified that the frequent initiatives shall be taken by the management to ensure high morale among the workers in the organization. The initiatives are training, welfare measures, job clarity, cleanliness, safe working conditions, safety measures and rewards & recognition.

#### REFERENCE

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