

Perception of Employees on Work Environment in Tirupur Garment Industry



Commerce

KEYWORDS : Work Environment, Tirupur Garment Industry and Employee Perception

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ABSTRACT

The Garment industry in India is one of the best in the world. Tirupur is the seventh largest city in Tamil Nadu and is one of the fastest developing cities in the state Tamil Nadu. The working environment is the quality of the employee's workplace environment that most impacts on their level of motivation and subsequent performance. The prevalence of the pleasant work environment motivates the employees to stay in the organisation for a long period and significantly contributes for their improved performance and productive efficiency. Hence the present study is carried out with the aims of to assess the perception of the employees on the work environment, to measure the level of satisfaction of the employees on the existing Work Environment and to offer suggestions for the betterment of work environment.

1. INTRODUCTION

The Garment industry in India is one of the best in the world. An extremely well organized sector, garment manufacturers, exporters, suppliers, stockiest and wholesalers are the gateway to an extremely enterprising clothing and apparel industry in India. There are numerous garments exporters, garments manufacturers; readymade garments exporters etc. both in the small scale as well as large scale. During 2009-2010 textile exports were recorded as US\$22570 million of which readymade garments constitute more than 50%. Interestingly, almost ¼ of India's total exports goes to the USA. Indian readymade garments and textiles are extremely popular in the world. In fact, exports of readymade garments registered a continuous growth especially in the past four years viz; 2007-6326 million US \$, 2008-9200 million US \$ 2009-10980 million US \$ and in 2010 it is 11500 million US \$.

Tirupur is the seventh largest city in Tamil Nadu and is one of the fastest developing cities in the state. Popularly referred to as "Dollar City" or "Small Japan" or "Banian City", it excels in knitted ready-made garments. Tirupur is an industrially advanced town accommodating 500 garment industries and other related textile industries. The town accommodates, by providing wide employment opportunities, people from southern part of Tamil Nadu as there is rare or no employment opportunities because of various reasons including scanty rain. In the present days, people from Kerala also come to Tirupur for employment opportunities. The garment industry is one of the labour-intensive sectors that provides a gateway for developing countries to the global market.

2. WORK ENVIRONMENT

Being a labour intensive industry the effective operation and success of the industry highly depends on the efficiency, co-operation and commitment of the work force of the industry. For ensuring the effective utilization of the human resources there must be the existence of conducive work environment. The pleasant work environment will enhance the performance and efficiency of the work force and in bringing a significant contribution from the work force.

A work environment can be identified as the place that one works. The other factors in the work environment includes coworkers, air quality, ergonomic seating, management, child care, parking, noise, and even the size of one's cube. Creating a work environment in which employees are productive is essential to increase profits of the organization, corporation or small business. Principals of management that dictate how, exactly, to maximize employee productivity center around two major areas of focus: personal motivation and the infrastructure of the work environment. It is the quality of the employee's workplace environment that most impacts on their level of motivation and

subsequent performance. How well they engage with the organization, especially with their immediate environment, influences to a great extent their error rate, level of innovation and collaboration with other employees, absenteeism and ultimately, how long they stay in the job. Many studies have revealed that most employees leave their organization because of the poor interpersonal relationship with their superiors and peers. Hence it indicates that the prevalence of the pleasant work environment motivate the employees to stay in the organisation for a long period and significantly contributes for their improved performance and productive efficiency.

3. STATEMENT OF THE PROBLEM

The Garment industry in India is one of the best in the world. An extremely well organized sector, garment manufacturers, exporters, suppliers, stockiest and wholesalers are the gateway to an extremely enterprising clothing and apparel industry in India. During 2009-2010 textile exports were recorded as US\$22570 million of which readymade garments constitute more than 50%. Interestingly, almost ¼ of India's total exports goes to the USA. The present study is carried out with the view to assess the perception of the respondents from the Tirupur Garment Industry on the work environment that exists in this Industry.

4. OBJECTIVES OF THE STUDY

The study is carried out with the following objectives:

1. To measure the level of perception of the employees on the existing Work Environment.
2. To assess the perception of employees on the work environment in Tirupur Garment Industry
3. To offer suggestions for the betterment of work environment in Tirupur Garment Industry.

5. HYPOTHESES

In tune with the objective of the study, hypotheses were formulated that there exists no significant association between the perception of the employees on the work environment that exists in this industry and the various independent variables relating to the sample respondents such as Age group of the respondents, Sex group of the respondents, Literacy level, Position, Work Experience, Monthly Income of the respondents.

6. METHODOLOGY AND TOOLS USED

The study is based on primary data and the required data for the study were collected through structured questionnaire from three hundred employees of various Garment Industries in Tirupur. The respondents for the study were drawn by means of convenient sampling method. Data were collected in the month between August and December 2012. Master table prepared in MS Office- Excel, Two way tables were framed to reveal the distribution of the respondents in accordance with their personal

factors and their perception on work environment through SPSS16. In order to find out the influence of various factors relating to the sample respondents on the perception on the work environment that exists in this industry chi - square test as been used to discover any variances about the perception of work environment among the sample respondents.

7. EXTENT OF VARIATION ON PERCEPTION OF EMPLOYEES ON WORK ENVIRONMENT BY THE SAMPLE RESPONDENTS

The respondents of the study were divided in to three groups in accordance with their respective perception scores such as 'Poor' (the respondents with the Perception scores upto 44), 'fair' (the respondents with the scores between 45 and 131) and 'pleasant' (the respondents with the scores above 131). The extent of variation in the level of perception derived by the respondents is given in Table - 1.

Table - 1: Extent of variation perception on Work Environment

Level of Perception	Number of respondents	Percentage
Poor	36	12
Fair	168	56
Pleasant	96	32
Total	300	100

Source : Primary Data

Table - 1 indicates that thirty six respondents (12%) derived poor level of perception, one hundred and sixty eight respondents (56%) derived fair level of perception and the remaining ninety six respondents (32%) derived pleasant level of perception on the perception on work environment in Tirupur Garment Industry.

Table: 2 PERCEPTION OF THE RESPONDENTS ON THE WORK ENVIRONMENT IN TIRUPUR GARMENT INDUSTRY

Sl. No.	Category		Perception on Work Environment				
			Total	Poor	Fair	Pleasant	Calculated X2 value
1	Gender	Male	173	19	85	69	10.541
		Female	127	17	83	27	
2	Age	Up to 25 Yrs	146	12	78	56	11.732
		26 to 45 Yrs	100	19	57	24	
		Above 45 Yrs	54	5	33	16	
3	Education	School level	105	13	63	29	3.917
		Graduate	100	11	48	41	
		Professional	95	12	57	26	
4	Position	Designer	77	11	45	21	6.994
		Knitter	96	9	57	30	
		Tailor	70	5	39	26	
		Khajas	57	11	27	19	
		Total	300	36	168	96	
5	Work Experience	Upto 3 Yrs	117	14	72	21	8.616
		4 to 7 Yrs	129	16	74	39	
		Above 7 Yrs	54	6	22	26	
		Total	300	36	168	96	
6	Monthly Income	Upto Rs. 8000	99	16	58	25	4.518
		Rs. 8001 to Rs. 15,000	133	13	72	48	
		Above Rs. 15,000	68	7	38	23	
		Total	300	36	168	96	

Source : Primary Data

Table 2 indicated that the 173 respondents are male, 146 are comes under the age group of upto 25 years, 105 are school level education, 96 are in knitter position, 129 are under the work experience of 4 to 7 years and 133 are comes under the monthly income of Rs. 8001 to Rs. 15,000 are majority out of 300 sample respondents. It indicates that the Age group of the respondents, Sex group of the respondents, Literacy level, Position, Work Experience, Monthly Income of the respondents who perceived that the working environment is poor is the lowest and the respondents who perceived that their exists is pleasant working environment is the highest among the young age group respondents and it indicates that their exists a relationship between age group of the respondents and their perception on work environment is significant.

8. FACTORS INFLUENCING THE PERCEPTION ON THE RESPONDENTS ON THE WORK ENVIRONMENT

The result of the Chi-square test indicates that the factors considered for the study such as literacy level of the respondents, position of the respondents, years of experience and income status of the respondents do not significantly influence the perception on work environment.

9. SUGGESTIONS

The following are the suggestions offered for the purpose of improving the work environment in this industry :

1. A separate rest room for male and female employees has to be provided.
2. The first aid kit and facilities may be provide with updated medicines.
3. The cleanliness has to be maintains throughout the organisation.
4. The peaceful and pleasant work atmosphere has to be created and maintained.
5. The interpersonal relationship should be strengthened among the employees of all levels.
6. The management has to consider genuinely consider the constructive suggestion offered by the employees.
7. The necessary facilities to be created and maintain by the management to ensure smooth flow of work.
8. The Management has to consider offering reasonable monetary and non-monetary benefits in order to improve the standard of living of the employees.
9. The clear norms may fixed by the management with regard to the working hours for the employees.

10. CONCLUSION

The work environment is major factor for productive in the industry. The employer should provide a pleasant work environment in the industry. If the employees feel that the work place is comfortable to them, there will be an increase in the productive ability and efficiency of the employees. Now a days' the cost of living are quite increased but the same time the income is not that much is not increasing. The employees want to work in a hygienic place. Since this industry is having the vast potential for growth, the management may consider providing better work environment and good salary to their employees in order to reap the future opportunities.

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