



A STUDY ON WORKAHOLISM OF EMPLOYEES IN GARMENTS INDUSTRY WITH SPECIAL REFERENCE TO TIRUPUR.

Management

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ABSTRACT

Work is a part of life; there is no life without work. However, one should enjoy life and work should make it worth living and not make it stressful, boring, monotonous and burdensome. With the development of society, working competition becomes increasingly severe. Employees, the key element in the process of achieving profits, are required or inspired to work in a compulsive way. It is not easy for employees to find a middle ground between work and life. Therefore the term workaholism arises and the preference of wealthy life or pursuit of self-achievement may drive them working more. This will define a modern phenomenon called "workaholism" and discuss its impact on people's well-being such as work efficiency, family harmony and life satisfaction.

This article focuses on the causes of analyzes the workaholism existing in the industry. Employees are very important for any business as they are the backbone of its success. The objectives of the study is to find the various causes for workaholism, to examine the rate of workaholism prevailing in the Industry, to examine various effects due to workaholism, to suggest various measure overcome workaholism. In this study opinion of 150 employees were taken for analysis. The tools used for collecting data were structured questionnaire and unstructured interview. For analysis purpose chi-square, Rank correlation and percentage method has been used. The results revealed that majority of the respondents are workaholics in the organization. High percentage of respondents says that there is significant relationship between employee's education and habits of starting the work before finalizing all steps in order to avoid these problem managements of various companies in garments industry has to take necessary steps to change working culture. The managements should become highly systematic and employees should understand clearly about their role in the industry. Changing the work culture and being systematic can help to control the issue.

KEYWORDS

INTRODUCTION

Workaholism is defined as an obsessive compulsive disorder that manifests itself through self-imposed demands, an inability to regulate work habits and overindulgence in work to the exclusion of most other life activities.

WHY DO SOME PEOPLE BECOME WORKAHOLIC

A long-standing feeling of inadequate often causes Workaholism. Some workaholics push themselves too hard because they are frightened of something usually failure or poverty. Some may simply feel the need to prove him or her better than anyone else. Some of the common reasons are Highly Competitive World, Search for Success, Seeking Money, Seeking Attention/ Appreciation, Work Demands, Loneliness, Family Problems, Need for Perfection

GARMENT INDUSTRY

India is the world's second largest producer of textiles and garments after China. It is the world's third largest producer of cotton—after China and the USA—and the second largest cotton consumer after China. The textile and garment Industry in India is one of the oldest manufacturing sectors in the country and is currently it's largest. The textile and garment Industry fulfils a pivotal role in the Indian economy. It is a major foreign exchange earner and, after agriculture, it is the largest employer with a total workforce of 35 mn. In 2005 textiles and garments accounted for about 14% of industrial production and 16% of export earnings.

The Indian textile Industry accounts for about 23% of the world's spindle capacity, making it the second highest after China, and around 6% of global rotor capacity. Also, it has the highest loom capacity—including hand looms—with a 61% share. There are more than a thousand garment manufacturing units in the country today, out of which less than 200 are big players while the rest are in the small and medium enterprises (SME) segment. The garment Industry is based on fashion and invariably goes through short fashion cycles. To survive in the market, there have to be regular innovations in color, style, design, fabric, finish and fit. Automated machinery and IT solutions are key in such a scenario to be competitive and improve business results. The Garment Industry of India is an Rs -one trillion Industry. Almost 33 % of its knitwear production and about 20% of its woven-garment production, both by volume, enters export markets. Overall about 25 % of the volume of its garment production goes into export markets, leaving 75 % for domestic consumption.

OBJECTIVES OF THE STUDY

- To find the various causes for workaholism
- To examine the rate of workaholism prevailing in the Industry
- To examine various effects due to workaholism
- To suggest various measures to overcome workaholism

RESEARCH METHODOLOGY

Research can be described as a systematic and organized effort to investigate a specific problem encountered in the work setting, which needs a solution. According to Clifford Woody, research comprises defining and redefining of problems. Formulating hypothesis or suggested solution, collecting, organizing and evaluating data; and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

RESEARCH DESIGN:

Selection of methods for collection and analysis of data in a manner that aims to combine relevance to research purpose with economy in procedure. The research design for this study is Descriptive Research. This research is undertaken with an idea to workaholism of employees in garments industry with special reference to Tirupur. The main aim of such a design is to ensure that the required data are collected objectively, accurately and economically.

SAMPLE SIZE AND DATA COLLECTION:

The number of respondent in this category was 150. Primary data is collected directly by interacting with employees of garments industry by structured questionnaire and interview method. The secondary data was collected from the existing data, company records, internet and World Wide Web.

STASTICAL TOOLS USED IN THE STUDY

Chi square test, and percentage method is used for analysis and interpretations of the collected data.

Chi-Square test (X^2):

The degrees of influence of the following independent variables related to the respondents on attrition are Age, Sex, Marital status, Experience and Native Place.

$$X^2 = \frac{\sum (O - E)^2}{E}$$

With degree of freedom (DF) = (c-1)(r-1) where,
 O = observed frequency, E = Expected frequency, c = Number of columns, r = Number of rows.

TABLE-I HYPOTHESES OF THE STUDY

SL. NO.	FACTORS	HYPOTHESES (H ₀)
1.	EDUCATION AND HABIT OF STARTING WORK BEFORE	There is no significant relationship between employee's education and habit of starting work before finalizing all steps.
2.	EXPERIENCE AND COMPLAINTS OF OVER WORKING	There is no significant relationship between employee's experience and complaint of over working.
3.	EXPERIENCE AND FREQUENCY OF LOSING TEMPER	There is no significant relationship between employee's experience and frequency of losing temper.

CHI-SQUARE TEST

EDUCATION AND HABIT OF STARTING WORK BEFORE FINALIZING ALL STEPS

Table-II Showing Observed N

EDUCATION	Diploma	Under graduate	Post graduate	Others	TOTAL
Strongly agree	0	08	04	0	12
Agree	02	22	0	06	30
Neutral	04	16	04	04	28
Strongly disagree	12	04	02	02	20
Disagree	20	22	10	08	60
TOTAL	38	72	20	20	150

Table-III Showing Expected N

EDUCATION	Diploma	Under graduate	Post graduate	Others	TOTAL
Strongly agree	3.04	5.76	1.6	1.6	12
Agree	7.6	14.4	04	04	30
Neutral	7.10	13.44	3.74	3.74	28
Strongly disagree	5.06	9.6	2.66	2.66	20
Disagree	15.2	28.8	08	08	60
TOTAL	38	72	20	20	150

Chi square test:

Calculated value: 21.43, Tabulated value: 21, Significant value: 5%, Degrees of freedom: 12

INTERPRETATION:

It is observed that the calculated value of Chi square is greater than the tabulated value. Hence the Null hypothesis is rejected and it is concluded that there is a significant relationship between employee's education and habit of starting work before finalizing all steps.

EXPERIENCE AND COMPLAINTS OF OVER WORKING

Table-IV Showing Observed N

AGE	<5 yrs	5-10 yrs	11-15 yrs	>15 yrs	TOTAL
Strongly agree	08	12	02	0	22
Agree	20	30	04	08	62
Neutral	06	12	0	04	22
Strongly disagree	10	06	02	04	22
Disagree	04	08	04	06	22
TOTAL	48	68	12	22	150

Table-V Showing Expected N

AGE	<25	26-35	36-45	>45	TOTAL
Strongly agree	7.04	9.98	1.76	3.22	22
Agree	19.84	28.10	4.96	9.10	62
Neutral	7.04	9.98	1.76	3.22	22
Strongly disagree	7.04	9.98	1.76	3.22	22
Disagree	7.04	9.98	1.76	3.22	22
TOTAL	48	68.02	12	21.98	150

Chi square test:

Calculated value: 8.3813, Tabulated value: 21, Significant value: 5%, Degrees of freedom: 12

INTERPRETATION:

It is observed that the calculated value of Chi square is lesser than the tabulated value. Hence the Null hypothesis is accepted and it is concluded that there is no relationship between employee's experience and complaint of over working.

EXPERIENCE AND FREQUENCY OF LOSING TEMPER

Table-VI Showing Observed N

AGE	<5 yrs	5-10 yrs	11-15 yrs	>15 yrs	TOTAL
Strongly agree	08	12	0	02	22
Agree	14	20	04	08	46
Neutral	14	20	04	08	46
Strongly disagree	04	10	02	02	18
Disagree	08	06	02	02	18
TOTAL	48	68	12	22	150

Table-VII Showing Expected N

AGE	<25	26-35	36-45	>45	TOTAL
Strongly agree	7.04	9.98	1.76	3.24	22
Agree	14.72	20.86	3.68	6.74	46
Neutral	14.72	20.86	3.68	6.74	46
Strongly disagree	5.76	8.16	1.44	2.64	18
Disagree	5.76	8.16	1.44	2.64	18
TOTAL	48	68	12	22	150

Chi square test:

Calculated value: 3.7189, Tabulated value: 21, Significant value: 5%, Degrees of freedom: 12

INTERPRETATION:

It is observed that the calculated value of Chi square is lesser than the tabulated value. Hence the Null hypothesis is accepted and it is concluded that there is no relationship between employee's experience and frequency of losing temper.

CUMULATIVE RESULTS (CHI SQUARE ANALYSIS)

TABLE-VIII

SL. NO.	FACTORS	HYPOTHESES (H ₀)	RESULTS
1	EDUCATION AND HABIT OF STARTING WORK BEFORE	There is no significant relationship between employee's education and habit of starting work before finalizing all steps.	Hence H ₀ is rejected; there is a significant relationship between employee's education and habit of starting work before finalizing all steps
2	EXPERIENCE AND COMPLAINTS OF OVER WORKING	There is no significant relationship between employee's experience and complaint of over working.	Hence H ₀ is accepted; there is no relationship between employee's experience and complaint of over working.
3	EXPERIENCE AND FREQUENCY OF LOSING TEMPER	There is no significant relationship between employee's experience and frequency of losing temper.	Hence H ₀ is accepted;

CONCLUSION

The following facts are identified as findings of the study. Highly Competitive World, Search for Success, Seeking Money, Seeking Attention/ Appreciation, Work Demands, Loneliness, Family Problems, Need for Perfection .Respondents are giving more importance to perfection in work and least preference to hobbies and fun activities. There is significant relationship between employee's education and habits of starting the work before finalizing all steps.

Majority of employees finish their work through their own effort without asking helps from others. Majority of employees are spending time for others work Majority of employees said that they are more interested in final result of work than in process, because of all these reasons people become workaholic to overcome this garment companies management has to take necessary steps to change the working culture. The management should become highly systematic and employees should understand clearly about their role in the organization. Like Setting the short-time and long-time goal clearly, Educating about time management. Limit the amounts of time spend for working insist them to take a break for about 10 minutes after every two hours of continuous work etc. Bringing balance in employee's life will be beneficial to the organization and also to oneself.

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