Research Paper Management

A Study on Work Environment in Tea Industry with reference to Nilgiri District

S.Mohan Ph.D Research Scholar Asst.Prof &HOD of Management Studies Dr.N.G.P. Arts and Science College Coimbatore

Dr.P.R.Muthuswamy Research Supervisor & Principal Dr.N.G.P. Arts and Science College Coimbatore

ABSTRACT

The tea industry in India is with different scales of operation like. micro, small, medium and large. All these are directly or indirectly holding its own shares towards the development of the economy. India gets foreign exchange in an incremental manner on account of tea exports on one side. On the other hand, the tea industry of the country is not paid more attention by the government towards work environment and labour management. Therefore, majority of the tea industry are still unorganized. At this point of time, an attempt has made by the researcher to analyze the work environment of tea industry so as to offer suggestions to improve the industry. The tea industry in India is with different scales of operation like. micro, small, medium and large. All these are directly or indirectly holding its own shares towards the development of the economy. India gets foreign exchange in an incremental manner on account of tea exports on one side. On the other hand, the tea industry of the country is not paid more attention by the government towards work environment and labour management. Therefore, majority of the tea industry are still unorganized. At this point of time, an attempt has made by the researcher to analyze the work environment of tea industry so as to offer suggestions to improve the industry.

KEYWORDS foreign exchange, incremental, attention, unorganized and work environment.

Introduction

Generally, the term 'work environment' is used to describe the surrounding in which an employee works. It differs from an organization to another depending upon a composite elements like. working hours, facilities offered, duties and responsibilities, relationship with superiors, association with subordinates, affiliation with peers, etc.

A quality work place is essential to keep the employees on task to work efficiently. An excellent work environment is marked by various attributes such as competitive wages, trust between the employees and management, fairness for everyone, and a sensible work load with challenging as well as yet achievable goals. Hence, a business unit can earn profit by creating the best possible work environment to its employees.

Objectives of the Study

- To study the work environment in the tea industry
- To know about the factors influencing the satisfaction in the work place.
- To identify the problems faced by the employees.

Hypotheses of the Study

- There is no significant relationship between age and satisfaction towards medical aid.
- There is no significant relationship between age and satisfaction towards shelter.
- There is no significant relationship between age and satisfaction towards working hours.

Sample Size

The data for this study have been collected from the sample size of 150 respondents.

Sampling Technique

The study has been conducted based on convenient method of sampling.

Method of Data Collection

The data have been collected for the study in following ways.

- Questionnaire and
- Interview schedule

Tools used for Analysis

The statistical tools used for the study are

- Percentage Analysis
- Chi-Square Analysis and
- Ranking Analysis

Table-1: Relationship between Age and Satisfaction towards Medical Aid

Age	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
Below 20	5	4	1	0	1	11
21-30	24	28	1	2	0	55
31-40	11	22	1	1	1	36
Above 40	17	22	2	6	1	48
Total	57	76	5	9	3	150

Source: Survey Data

Table-2: Chi-Square Analysis

Factor	Calculated value	Degree of freedom	Table value
Chi – square	21.28	12	21.0

Source: Calculated data

Inference
The above table-2 reveals that the calculated value (21.28) is greater than the table value.Therefore, it is concluded that there is close significant relationship between age and satisfaction towards medical aid.

Table-3: Relationship between Age and Satisfaction towards Shelter

Age	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
Below 20	5	3	2	2	2	14
21-30	17	19	5	3	1	45
31-40	18	14	3	2	2	39
Above 40	20	15	9	6	2	52
Total	60	51	19	13	7	150

Source: Survey Data

Table-4: Chi-Square Analysis

Factor	Calculated value	Degree of freedom	Table value
Chi – square	10.51	12	15.5

Source: Calculated data

Inference
This table-4 reveals that the calculated value (10.51) is less than the table value. Therefore, it is concluded that there is no significant relationship between age and satisfaction towards shelter.

Table-5: Relationship between Age and Satisfaction towards Working hours

Age	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
Below 20	5	3	2	1	1	12
21-30	25	23	4	1	0	53
31-40	11	24	0	0	1	35
Above 40	15	26	1	6	1	50
Total	56	76	7	8	3	150

Source: Survey Data

Table-6: Chi-Square Analysis

Factor	Calculated value	Degree of freedom	Table value
Chi – square	22.61	12	21.0

Source: Calculated data

Inference
This table-6 reveals that the calculated value (22.61) is greater than the table value. Therefore, it is concluded that there is close significant relationship between age and satisfaction towards working hours.

Table-7: Ranking Analysis based on the problems in Tea Industry

Factor	Sum	Mean	Rank
Inadequate salary	1240	8.3	I
Work load	818	5.5	II
Overtime payment	774	5.2	IV
No transport	695	4.5	IX
Lack of latrine	788	5.3	III
Long distance	722	4.8	VI
Lack of conveyance	698	4.7	VIII
Health problem	702	4.6	VII
Problems with inmates	743	5	V

Source: Source: Survey Data

Inference
This table-7 describes the respondents give top priority for inadequate salary, the second priority to work load ,third priority to lack of latrine ,fourth priority to overtime payment, fifth priority to problems with inmates , sixth priority to long distance, seventh priority to health problem, eight priority to lack of conveyance and ninth priority to no transport.

It is concluded that the inadequate salary is the major problem in tea industry.

Summary of Findings, Suggestions and conclusion
- The majority (44.7 %) of the respondents are getting the wages below Rs. 5000.
- The majority (52.7 %) of the respondents have health problem.
- The majority (78 %) of the respondents are not getting income from other sources.
- The majority (83.3 %) of the respondents say that there is no trade union.
- There is no significant relationship between age and satisfaction towards transport.
- There is close significant relationship between age and satisfaction towards medical aid.
- There is close significant relationship between age and satisfaction towards refreshment.
- There is no significant relationship between age and satisfaction towards shelter.
- There is close significant relationship between age and satisfaction towards working hours.
- There is close significant relationship between age and satisfaction towards latrine.
- There is close significant relationship between age and satisfaction towards security.

Suggestions
- Once in a year management should increase the labour's remuneration.
- The workers working in tea industry were exploited by chemical fertilizers which may be changed into organic chemical which in turn to have less or no effect on the labour's health.
- Government can take steps to remove the slavery atmosphere and to introduce the system of sharing the profit by employees also.
- Management should provide necessary welfare facilities such as medical facility, refreshment, latrine, crèches, and transport for the labours.

- In order to retain the experienced campaigner, the company could introduce the non-working pay system that may be beneficial to both sides i.e., labour as well as management.
- Management should educate supervisors to maintain good relationship with the labour.
- Government should give its support to establishment the trade unions in tea industry.

Conclusion

There is no doubt that tea workers in India are facing one of the worst form of exploitations in the modern times, especially in Industry which is milking billions of dollars in profits. Tea brands that control the majority of the packaged tea market are benefiting hugely by the present work of the tea industry which ensures maximum profits to them. However, workers are not going to take this injustice for a long and this extreme form of exploitation has been already giving rise to many 'extreme' struggles, where workers and communities are left with no other options as there is no difference between living and dying. Workers are always living on the edge and any loss of wages means imminent starvation. Government and industry need to do more than keep on sustaining this tea industry that is based on modern slavery.

REFERENCES

• C.B.Mamoria, Himalaya Publications, New Delhi,2000 | • Kothari. C.R , Research Methodology, New Delhi, Himalaya Publications, 2004. | • Gupta. S.P, Statistical Methods, New Delhi, Sultan Chand & Sons 2002. | Websites: | http://en.wikipedia.org/wiki/work environment | http://www.ebizmba.com/articles/ work environment | http://social-networking-websites-work environment | |