



ORIGINAL RESEARCH PAPER

Management

IMPACT OF WORK ENVIRONMENT AND JOB SATISFACTION ON EMPLOYEE RETENTION IN TEXTILE INDUSTRY

KEY WORDS: Work Environment, Employee Retention, Job Satisfaction

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ABSTRACT

The Textile industry is one of the oldest industries in India. Indian Textile Industry occupies a very vital place in the fiscal life of India. A textile is the largest sole industry in India and in the middle of the biggest in the world, accounting for about 20% of the total industrial production. Employee retention is a method in which the employees are confident to remain with the association for the greatest period of time or until the achievement of the project. Job satisfaction is exact significant since most of the people occupy a main serving of their life at their operational place. Likewise, job satisfaction has its impact on the overall life of the employees also, for a satisfied employee is a relaxed and joyful human being. This study seeks to classify the impact of work environment and job satisfaction on the retention of employees in the textile industry.

INTRODUCTION

India is the one of the world’s main producers of textiles and garments. Plentiful obtainability of raw supplies such as cotton, wool, silk and jute as well as skilled workforce have made the country a sourcing hub. It is the world’s second largest producer of textiles and garments. The Indian textiles industry accounts for about 24% of the world’s rod capacity and eight out of a hundred of world-wide rotor capacity.

An Employee Retention Program (ERP) is said to be convenient when a unvarying effort is made to fashion and help an environs that inspires and supports workers to remain employed by upholding plan and performs in place that addresses their varied needs. Employee retention (ER) is a process in which the staffs are self-confident to stay with the organization for the uppermost old-fashioned of time or until the conclusion of the project. Even though ER has now become a tough task, it is helpful for the organization as well as the employee. The job of social supply personnel is done textbook if it places a right person for a right job at a right place in a right time. But retention is more important than hiring. A gifted employee will never fall scarcity of the occasions. If a person is not satisfied with the current job, he may switch over to another, of his choice. The top governments are on the top because they care for their employees and they distinguish how to have them glued to the group. Employees stay or leave governments for many details the reasons may be personal or expert. Employees who are content and happy with their jobs are additional devoted and work for administration’s growth.

OBJECTIVES OF THE STUDY

1. To examine the impact of Work Environment on employee retention in the textile Industry.
2. To determine the impact of job satisfaction on employee retention in the textile Industry.

LITERATURE REVIEW

Dong Pil Yoon and Michael Kelly (2008) suggests that Business is an significant charge, routine, and confidence test for any group. In each case the society should be seeing factors to growth employee retention. Other job chances, alteration in individual status, education, and work gratification all donate to the rate of income for an group. To appreciate and switch the equal of income it is significant to have a employed theory of variables that may account for income. One strength suspect that pay, employed situations, teaching, gender, job fulfillment, and over-all administrative confidence strength all contribute.

Sandhya & D. Pradeep Kumar (2011), said that Worker inspiration is one of the chief aspects that can help the company to advance worker and administrative presentation. Unlike theories of drive are discussed. The paper arranges that employee retention can be trained better by moving the employees in the ensuing aspects: Open communication, Employee reward program, Career

development program, Performance based bonus, Recreation facilities, Gifts at some occasions. This paper concludes that employee retention can be experienced better by motivating the employees in the aspects of Open Communication which enforces devotion among employees. Open message tends to keep workers informed on key issues. Most significantly, they need to distinguish that their sentiments matter and that organization is 100% absorbed in their input. Career Development Package helps when an separate is concerned about his/her occupation. An worker is continuously keen to know his/her calling track in the firm.

Bodjrenou Kossivi1 & Bomboma Kalgora(2016), explained that Employees are the utmost appreciated properties of an organization. Their importance to organizations demands for not only the essential to fascinate the best aptitudes but also the inevitability to retain them for a extended term. This broadsheet emphases on reviewing the answers of earlier studies lead by various scientists with the aim to find determinants aspects of employee retention. This exploration closely looked at the following broad factors: growth opportunities, compensation, work-life balance, management/leadership, work environment, social support, independence, training and development. The study reached the conclusion that further investigations need to be led about employee retention to better understand this multifaceted field of human resource management.

CONCEPTUAL FRAMEWORK EMPLOYEE RETENTION

Employee retention mentions to the numerous rules and observes which lease the employees pole to an association for a lengthier period of period. Each union spends time and cash to train a fresh joinee, make him a business prepared physical and transport him at par with the prevailing employees. The society is wholly at loss as soon as the employee’s dispensation their job once they are entirely trained. Employee retention proceeds into interpretation the several procedures taken so that a distinct stays in a party for the extreme historical of time.

Need and Importance

Employment: The HR Professional selects few persons from a huge pond of aptitude, behaviors opening discussions and ultimately forwards it to the separate line managers who more grid them to magistrate whether they are suitable for the association or not. Employing the correct applicant is a time overwhelming procedure.

Invests time and Money: A fresh joinee is entirely fresh and the administration certainly has to effort firm to train him for his complete growth. It is a broad expenditure of time and money when an separate plants an group all of a rapid. The HR has to jump the staffing procedure all ended again for the same job; a mere repetition of work. Discovery a correct worker for an group is a boring job and all labors just go excess once the employee quit.

Company’s rules, strategies: They achieve well than persons who alteration jobs often. Staffs who spend a substantial time in an group see the society in and out and thus are in a location to donate successfully.

EFFECT OF WORK ENVIRONMENT AND JOB SATISFACTION

A work environment that offers knowledge chances and prizes good presentation recovers job satisfaction. Satisfied workers are crucial to attaining commercial areas and structural effectiveness. Job satisfaction occurs at the intrinsic and extrinsic levels. Intrinsic satisfaction refers to the sensation of achievement that an worker gets from execution a task.

Opinion

A work environment that provides feedback is conducive to job satisfaction. Employees thrive in an environment that channels timely feedback to them.

Culture

Culture prospects recover job satisfaction by offering growth chances. The work environment should provision knowledge, with education from errors.

Prizes and Appreciation

A work environment that payments good concert and sincere member efforts expands job satisfaction. Workers have unlike needs and will answer to financial or non-monetary payments contrarily.

Administrative Style

Administrative style, such as the intimacy of attention and sharing decision-making, has a straight manner on job approval, and near administration has an opposing impact on job satisfaction.

Physical Environment

A business’s corporeal working environment and plan touches employee conduct and job satisfaction. There is more to the carnal work complaint than security and hygiene.

Interpersonal Relations

Persons dedicate a lot of period to their expert pursuits. Effort is not just a method to brand ends meet; it helps permeate connotation into lifetime. As a consequence, office families have a wonderful impact on not only job satisfaction but also on overall well-being.

RESEARCH METHODOLOGY

The researcher has made use of descriptive and exploratory research design and the study relies on both primary and secondary data. The primary data is collected from 60 employees of textile industry selected from convenience sampling technique with the help of well draft-ed pre-tested structured questionnaire. The secondary information has been obtained from company’s websites, annual reports, Insurance Journals and internet etc. The area of study confined to Textile Industry in Madura

**RESEARCH RESULT AND DISCUSSION
DESCRIPTIVE STATISTICS**

S.No	Variable	Category	Frequency	Percent	Valid Percent	Cumulative Percent
1	Gender	Male	32	53.3	53.3	53.3
		Female	28	46.7	46.7	100.0
		Total	60	100.0	100.0	
2	Age of the respondent	Below 20 years	6	10.0	10.0	10.0
		20-29 years	42	70.0	70.0	80.0
		30-39 years	4	6.7	6.7	86.7
		40-49 years	7	11.7	11.7	98.3
		Above 49 years	1	1.7	1.7	100.0
		Total	60	100.0	100.0	
3	Year of Experience	Less than 3years	28	46.7	46.7	46.7
		3 to 6 years	20	33.3	33.3	80.0
		7 to 10 years	11	18.3	18.3	98.3
		More than 10 years	1	1.7	1.7	100.0
		Total	60	100.0	100.0	
4	Monthly Income	Less than 10000	6	10.0	10.0	10.0
		10001-15000	20	33.3	33.3	43.3
		15001-20000	22	36.7	36.7	80.0
		20001-25000	9	15.0	15.0	95.0
		Above 25000	3	5.0	5.0	100.0
		Total	60	100.0	100.0	

INTERPRETATION

Gender of the respondent: Table shows the results of the responses provided. From the 60 respondents, the study revealed that 53.3 percent of Male employees and 46.7 Percent of female employees are working in Textile Industry.

Age of the Respondent :To asses the age group of the profile emoloyees are required in 10.0 percent of the employees are fall in below 20 years. 30.0 percent of the employees are fall in 20-29 years. 30.0 percent of the employees are in 30-39 age category.40.7 percent are comes under the age group of 40-49 years.7 percent employees are required in above 49 year age group people working in textile industry.

Year of Experience

Table shows the results of the responses provided. From the 60

respondents, the study revealed that 46.7 percent of employees are working in Textile Industry current employers for Less than 3 years. 33.3 percent of employees are working in between 3 to 6 years.18.3 percent of employees have worked for their current employers for between 7 to 10 years. While 1.7 percent of the employees are working in textile industry in Madurai current employer for more than 10 years.

Monthly Income

From the 60 respondents 15.0 percent of the employees income level is less than 10000 and 33.3 percent of the employees are comes under 10001-15000.36.7 percent of the employees income level are 15001-20000 and 10.0 percent of the employees of the income level are 20001-25000.while the 5.0 percent of the employees are comes under the income level of above 25000 in textile industry.

CHI-SQUARE TEST

TABLE: 1

S. No	Variable	Category	Value	Df	Asymptotic Significance (2-sided)
1	Supervisor relationship	Pearson Chi-Square	71.706a	12	.024
		Likelihood Ratio	56.055	12	.034
		Linear-by-Linear Association	1.100	1	.294
		N of Valid Cases	60		

INTREPRETATION

From the above table 1 shows the findings of the chisquare value of work environment system in relationship with supervisor of the age group people was(.024) Here the null hypothesis is rejected there is association relationship between age and supervisor relation is impact of the employee retention.

TABLE: 2

S. No	Variable	Category	Value	Df	Asymptotic Significance (2-sided)
1	Worklife balance	Pearson Chi- Square	59.567a	12	.035
		Likelihood Ratio	56.364	12	.000
		Linear-by-Linear Association	.304	1	.581
		N of Valid Cases	60		

INTREPRETATION

From the above table 2 shows the findings of the chisquare value of work environment system in work life balance of the age group people was(.035) Here the null hypothesis is rejected there is association relationship between age and work life balance of the employees is the impact of employee retention.

TABLE: 3

S.No	Variable	Category	Value	Df	Asymptotic Significance (2-sided)
1	Reward	Pearson Chi- Square	074a	2	.251
		Likelihood Ratio	.074	2	.798
		Linear-by-Linear Association		1	.962
		N of Valid Cases	60		

INTREPRETATION

From the above table 3 shows the findings of the chisquare value of job satisfaction system in Rewards of the gender group people was(.251) Here the null hypothesis is rejected there is association relationship between gender and Reward of the employees is the impact of employee retention.

TABLE: 4

S.No	Variable	Category	Value	Df	Asymptotic Significance (2-sided)
1	Salary	Pearson Chi- Square	14.937a	2	.024
		Likelihood Ratio	.18.826	2	.001
		Linear-by-Linear Association	1.127	1	.288
		N of Valid Cases	60		

INTREPRETATION

From the above table 4 shows the findings of the chisquare value of job satisfaction system in salary of the gender group people was(.024) Here the null hypothesis is rejected there is association relationship between gender and salary of the employees is the impact of employee retention.

		impact of work environment	impact of job satisfaction
impact of work environment	Pearson Correlation	1	.221**
	Sig. (2-tailed)		.000
	N	60	60
impact of job satisfaction	Pearson Correlation	.221**	1
	Sig. (2-tailed)	.000	
	N	60	60

CORRELATION ANALYSIS

In table correlation coefficients is .221, which signifies a medium positive linear correlation relationship between work environment and job satisfaction. The result shows that the employees would be dissatisfied with reward and salary being offered.

CONCLUSION AND RECOMMENDATIONS

From the study it can be concluded that job satisfaction as a financial component of salary and reward has an impact on employee retention in textile industry area as compared to the non-financial element of work environment. The impact of work environment as the employee retention is the strong evidence of the relationship with supervisors and work life balance is the non-financial rewards of the retention in a company. In count the strong proof from the conclusions that non-financial rewards have a stronger impact on employee retention. Finally the study recommends that the employers in this area should strive towards broadening the spectrum of the rewards they can offer their employees and not focus on direct monetary rewards alone. A well supervisor employee relationship is also very significant for recollecting the managerial equal of employees. Salary over showed as one of the very main aspect for retention of employees. So retention of employee with their work is very imperative in today's business. It will not only growth output level of them laterally with their augmented involvements but also it will allow the administrations to accomplish their goal.

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