A study on Employees' safety and welfare measures in Garment industry, Tirupur

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Abstract: It is a custom now days that every employee who leaves his home for his job in the morning should return his home in evening in the pink of health. Workplace safety is very important for every employee in the industry because all the workers desire to work in a safe and protected working environment.

Unlike other industries, labour has become a very sensitive area to handle in Garment industry. Efficient labour is the basic requirement. Most industries denote big time and money on training, yet unluckily there is no guarantee or agreement on the part of skilled labour to resume to work in one place. Hence the researcher has to study the employees existing safety and welfare measures and to analyse in which part and where we need to made an enhancement to improve the productivity and morale of the employees.

Introduction:

Health and safety is the mainly the essential factor for all the industries in order to promote the wellness of both employees and employers. It is not only the duty but also the moral responsibility of the business organisation to take care of the employees' protection.

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Now a days, workplace health and safety measures are very considered very significant for the prosperity of not only the employees but also employers since human loss is immeasurable and intolerable. All the industries do have safety risks but the management should dedicate their time to think and strategize the things that what safety precautions are required in their company to affirm that their workers are safe enough always. The management should ascertain with all the workers related to their daily work and comfort. Moreover, the management can take the same step according to the desired aspects of workers. This helps them in enhancing the productivity, reduction in recruitment cost and quality of the products and lot more.

Industry Profile

Tirupur is the pivot for garment manufacturing for brands. Leading garment manufacturers are groups who have multiple sewing factories with more than thousands of sewing machines. Tirupur is the seventh largest city and also one of the fastest developing cities Tamilnadu. Popularly referred as "Dollar City" or "Small Japan" or Banian City" it excels in knitted ready-made garments. This town earns and annual 1200 million dollars plus in foreign exchange. In total cotton knitwear exports the contribution of Tirupur at national level is 90%. The textile industry provides employment to over six lakh people and contributed to exports worth 200 billion in 2014-15. This is because the state government and local municipal authorities have been too slow to cope with this dynamic growth.

Reviews of Literature

Aishwarya Jaju, Jikku Susan Kurian and P. Ravikanth(2018) in their study seeks to examine Health, safety and welfare measures for employees at Hindustan Coca-cola Pvt. Ltd. It contains detailed analysis of impact of productivity after implementation of health, safety and welfare measures. The study concludes that most of the workers were satisfied with the health and safety measures adopted in the company. If the Coca-Cola Company implements effective disciplinary procedures; it will help the company to go with their policies and also to maintain health, safety and Welfare measures in the organization.

 Dr.G. Yoganandan and G. Sivasamy(2015) in their study focused on Health and Safety Measures in Chettinad Cement Corporation Limited, Karur. The study aimed at finding out welfare measures provided by the employer will have immediate impact on the health,

physical and mental efficiency of the employees. The study suggests that the organization Should focus on the need to increase salary to the employees, take apt measures to reduce the air pollution caused by the manufacturing operation and also through other measures like planting trees and using air filters.

Dr.K.Lalitha and T.Priyanka (2014) in their study has made an attempt to identify the employee welfare measures adopted in IT industry. The objective of this paper was to know the satisfaction of workers towards the present welfare facilities. it was concluded that the companies are very keen in the promoting all the welfare facilities to their employees.

Dr. Usha Tiwari (2014) in her study an attempt has been made to examine the employee welfare facilities and its impact on employees efficiency at Vindha Telelinks Ltd. Rewa Madhya Pradesh. It is stated and concluded that the employee welfare facilities bestowed by the company to employees are contented and it is commendable, yet still of scope there for further enhancement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals

 Praveen Kumar M, Mugundhan.K, and Visagavel.K (2014) in their study focused on Occupational Health & Safety In Textile Industry. This paper examined to promote Health and safety to the workers in India. The presented study has demonstrated the hazards and risk involved in the spinning and ginning industries. The main hazards are noise, dust, fire and electrical hazards are found. Thus, immediate action must be taken to control these hazards to save workers health and promote safety to worker.

Scope of the Study

The study aims at finding out the satisfaction level of employees about the various safety and welfare measures provided by the organizations in Garment Industry. And identify the areas where it can be improved, so that it can improve the performance of the employees which leads to productivity and morale.

Objectives of the study

- ✓ To examine the demographic factors of the employees.
- ✓ To find out welfare measures provided by the organisation
- ✓ To know the safety measures provided by the organisation
- ✓ To study the findings and offer valid suggestions.

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Limitations of the study

The accuracy of the data are affected by the bias.

Research Methodology

A system of model, procedures and techniques used to find the results of a research problem is called a research methodology.

Research Design

Researcher has applied Descriptive research which carried out with specific objectives and hence it results in definite conclusions. This research tries to describe the satisfaction of the employees in relation to a particular product or a practice / culture of importance.

Source of Data

Primary Data

Primary Data are those data which are collected by the investigator herself for the purpose of a specific inquiry and that is original in character. The primary data is collected through questionnaire. A questionnaire is a research instrument consisting of a series of questions for the purpose of gathering information from respondents.

Secondary Data

Secondary Data which have already been collected by others for some other purposes. The secondary data can be obtained from journals, magazines, websites etc.

Sampling Design

This study used Convenience sampling method. Convenience sampling is a non-probability sampling technique where subjects are selected because of their convenient accessibility and proximity to the researcher. Here the researcher used structured questionnaire to collect data from the employees. The Likert five point scale which is used to allow the individual to express how much they agree or disagree with a particular statement.

Sampling Size

The Researcher has collected information from two hundred employees working in Garment industry, Tirupur for this study.

Data Analysis Techniques:

After data are collected, proper tools and techniques should be used for analysis of data. The study includes percentage analysis , Mean score and chi-square analysis.

Hypothesis Testing

The following Null hypothesis made for statistical analysis.

There is no significant difference between Gender and satisfaction level of the employees

There is no significant difference between working experience and satisfaction level of the employees.

There is no significant difference between Education level and satisfaction level of the employees

Analysis and Interpretation

Demographic Factors of the Employees
Table No.1

Demographic Factors		No. of Respondents	Percentage
Gender	Male	80	40
	Female	120	60
Education Level	SSLC	50	25
	HSC	86	43
	Others	64	32
Department	Cutting	60	30
	Stitching	26	13
	Ironing	46	23
	Packing	68	34
Age Group	Below 20 years	16	8
	21-25 years	76	38
	26 – 30 years	78	39
	Above 30 years	30	15
Working experience	Below 2 years	106	53
	3-4 years	52	26
	Above 4 years	42	21
	Total	200	

Source: Primary Data

Table No.1 shows that demographic factors of the employees. 40% of the employees are male and 60% of them are female. 43% of the employees are having higher secondary qualification, 32% of the them are below SSLC qualification and 25% of them are having SSLC qualification. Among the sample, 34% of the employees are working in packing department, 30% of the them are working in cutting department, 23% of them are working in ironing department and 13% of them are in stitching department.

Out of 200 employees, 78 employees are in the age group of 26 -30 years, 76 employees are in the age group of 21-25 years, 30 employees are in the age group of above 30years old and 16 employees are in the below 20years old.

Among the sample population 53% of the employees are having below 2 years of working experience in the same company, 26% of them are working 3-4 years of experience and 21% of then are working more than 4 years in the same company.

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EMPLOYEES OPINION ABOUT EXISTING WORKING ENVIRONMENT

Table No.2

WORKING ENVIRONMENT	Total Score	Mean Score	Rank
Lighting facility	930	4.65	I
Housekeeping facility	792	3.96	VI
Ventilation	838	4.19	II
Spacious	782	3.91	
Warnings instruction board	810	4.05	IV
Emergency exist in your company	794	3.97	V
Fire extinguisher availability	812	4.06	III
knowledge to handle the fire extinguisher at the emergency time	752	3.76	VII

Source: Primary Data

Table No. 2 depicts that Employees opinion about existing working environment. Lighting facility occupies first rank with mean score of 4.65, Ventilation facility occupies second rank with mean score of 4.19, Fire extinguisher availability occupies third rank with mean score of 4.06, Warnings and instruction board occupies fourth rank with mean score of 4.05, Emergency exist availability occupies fifth rank with mean score of 3.97, Housekeeping facility occupies sixth rank with mean score of 3.96, knowledge to handle the fire extinguisher occupies seventh rank with mean score of 3.76.

EMPLOYEES OPINION ABOUT SAFETY MEASURES

Table No.3

SAFETY MEASURES	Total score	Mean Score	Rank
Insist to wear mask	910	4.55	I
Noise avoid aids	776	3.88	III
Cloves	836	4.18	II
Eye protection coolers	726	3.63	IV

Source: Primary Data

Table No.3 describes that employees opinion about safety measures provided by the organisation. Employees were insist to wear mask gets first rank, wearing cloves scores second rank, Noise protection aids get third rank, eye protection coolers occupies fourth rank.

EMPLOYEES OPINION ABOUT MEDICAL FACILITY
Table No.4

MEDICAL FACILITY	Total score	Mean Score	Rank
Doctor visit to the company	890	4.45	I
First aid facility	526	2.63	III
ESI benefits to employees	704	3.52	II

   Source: Primary Data

Table No.4 highlights that employees opinion about medical facility provided by the organisation. Mostly companies have arranged doctor visit to the company in a weekly basis. So employees are highly satisfied in the doctors' visit to the company and ESI benefits provided to the employees. Followed by first aid facility with mean score of 2.63.

EMPLOYEES OPINION ABOUT RELATIONSHIP WITH CO-WORKERS
Table No.5

RELATION WITH CO-WORKERS	Total score	Mean Score	Rank
Cordial relationship	862	4.31	I
Problem solving attitude	764	3.82	III
Conflict between colleagues	792	3.96	II

   Source: Primary Data

Table No.5 emphasizes employees opinion about relationship with co-workers. First rank goes to cordial relationship with mean score of 4.31, second rank goes to conflict between colleagues with mean score of 3.96, third rank goes to problem solving attitude with mean score of 3.82.

EMPLOYEES OPINION ABOUT CANTEEN FACILITY
Table No.6

CANTEEN FACILITY	Total score	Mean Score	Rank
Food quality	890	4.45	I
Furniture in canteen	594	2.97	VI
Quantity of food	796	3.98	IV
Food Varieties	798	3.99	III
Hygienic	810	4.05	II
Subsidized rate	774	3.87	V

   Source: Primary Data

Table No.6 depicts that employees opinion about canteen facility. Food quality gets first rank, it is evidently proved through mean score of 4.45, Hygienic food gets second rank with mean score of 4.05, Food varieties occupies third rank, Quantity of scores fourth rank, Subsidized rate gets fifth rank, Furniture in canteen occupies sixth rank.

EMPLOYEES OPINION ABOUT EXISTING INFRASTRUCTURE FACILITY
Table No.7

INFRASTRUCTURE	Total score	Mean Score	Rank
Drinking water (R.O facility)	932	4.66	I
Dining room with furnished	806	4.03	II
Cleanliness of dining room	788	3.94	V
Washbasin facility	778	3.89	VII
Vehicles stand- spacious	768	3.84	IX
Security system in vehicle stand	776	3.88	VIII
Rest room – cleanliness	806	4.03	II
Adequate number of rest room	806	4.03	II
Rest room with water facility	780	3.90	VI

Source: Primary Data

Table No.7 shows that employees opinion about infrastructure facility available in the organisation. Organisation provides good drinking water facility to their employees, it is evidently proved through mean score of 4.66, Furnished dining room gets second place with mean score of 4.03, rest room cleanliness and adequate number also occupies second place cleanliness of dining room occupies fifth place, rest room with water facility occupies sixth place, washbasin facility gets seventh place and security system in vehicle stand gets eighth place.

EMPLOYEES OPINION ABOUT RECREATION FACILITY
Table No.8

Recreation facility	Total score	Mean Score	Rank
Library facility	840	4.20	I
Entertainment program films etc	766	3.83	IV
Yoga / Meditation for employees	788	3.94	III
Sports monthly once	794	3.97	II

Source: Primary Data

Table No.8 shows that employees opinion about Recreation facility provided by the organisation, Organisation maintains good library, it is evidently proved through mean score of 4.20 with first rank, second rank goes to sports, third rank goes to yoga / meditation, 4th rank goes to entertainment programs, films etc.

Employees opinion about Monetary benefits
Table No.9

Monetary benefits	Total score	Mean Score	Rank
Salary paid in right time	902	4.51	II
Reasonable salary compare with others	958	4.79	I
Incentives based on performance	822	4.11	III
Promotion based on performance	782	3.91	V
Overtime rate is reasonable	786	3.93	IV

Source: Primary Data

Table No.9 describes that employees opinion about monetary benefits provided by the organisations. Reasonable salary paid compare with other company occupies first rank, salary paid in right time occupies second rank, incentives based on performance occupies third rank, overtime rate is reasonable occupies fourth rank and promotion based on performance with fifth rank.

Results of the Hypothesis

$H_0 =$ There is no significant difference between Gender and satisfaction level of the employees

$H_1 =$ There is significant difference between Gender and satisfaction level of the employees

$H_0 =$ There is no significant difference between Education level and satisfaction level of the employees

$H_1 =$ There is significant difference between Education level and satisfaction level of the employees

$H_0 =$ There is no significant difference between working experience and satisfaction level of the employees

$H_1 =$ There is significant difference between working experience and satisfaction level of the employees

S.No.	Independent factors	Degrees of freedom	Chi-square value	Table Value at 5% level	Results
1.	Gender and Satisfaction level of employees	1	0.2365	3.841	H_0 accepted
2	Education level and Satisfaction of the employees	2	0.981	5.991	H_0 accepted
3.	Working experience and satisfaction level of the employees	2	3.097	5.991	H_0 accepted

From the above table calculated values of chi-squares are less than table value. Thus, the null hypotheses are accepted.

Findings of the study

- ✓ Majority (60%) of the employees are female
- ✓ Organisations were provided Good Lighting facility which occupies first rank is evidently proved through mean score of 4.65
- ✓ Employees were insist to wear mask
- ✓ Mostly companies have arranged doctor visit to the company in a weekly basis. So employees are highly satisfied in the doctors' visit to the company and ESI benefits provided to the employees.
- ✓ Food quality gets first rank, it is evidently proved through mean score of 4.45, Hygienic food gets second rank with mean score of 4.05
- ✓ Organisation provides good drinking water facility to their employees, it is evidently proved through mean score of 4.66
- ✓ Organisation maintains good library, it is evidently proved through mean score of 4.20 with first rank.
- ✓ Reasonable salary paid compare with other company occupies first rank with mean score of 4.79.

CONCLUSION AND RECOMMENDATIONS

Findings prove the prevailing view that the work environment and safety and welfare measures in garment manufacturing companies are good and some of the areas we need to enhance to improve the satisfaction level of the employees which brings higher productivity and employee morale. Following are the recommendations suggested by the researcher based on her research.

Basic training should enable employees to handle the fire fighting equipments, first aid kits. Provide additional furniture facility in a canteen which makes them more convenient to take food. Moreover, Employees felt better to expand space in two-wheeler stand and ensure that security system also.

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