

# A Study of Labour Turnover at Ambattur Clothing Limited

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**Abstract:** Labor turnover is a critical concern for organizations as it directly impacts productivity, efficiency, and overall operational effectiveness. This study focuses on analysing labour turnover within Ambattur Clothing Limited, a leading player in the textile industry. Through comprehensive research and data analysis, this study aims to identify the underlying causes and implications of labor turnover at Ambattur Clothing Limited.

The research methodology employed includes both quantitative and qualitative approaches, encompassing surveys, interviews, and data analysis of employee records. Factors contributing to labor turnover, such as job satisfaction, compensation packages, work environment, and career development opportunities, are thoroughly examined.

The findings of this study offer valuable insights into the dynamics of labor turnover within Ambattur Clothing Limited, shedding light on the root causes and potential solutions to mitigate turnover rates. Additionally, the study provides actionable recommendations for management to enhance employee retention strategies and foster a more stable and engaged workforce.

Overall, this research contributes to the existing body of knowledge on labor turnover in the textile industry and provides practical implications for human resource management practices within Ambattur Clothing Limited and similar organizations.

**Keywords:** Labour turnover, impacts productivity, efficiency.

## I. INTRODUCTION

### Meaning of Labour turnover:

Labour turnover is the sum of job turnover, which relates to the expansion and contraction of establishments or firms, and the movement of workers into and out of ongoing jobs in establishments or firms. Workers leave firms and firms hire other workers to replace them, regardless of whether the firm itself is growing or declining.

### Definition of Labour Turnover

According to Philip Kotler, "Labour turnover refers to the rate at which employees leave employment. Labour turnover can be evaluated by relating the number of employees leaving their employment during a period of time to the total or average numbers employed in that period. It may also be defined as engagements and losses in the working force as related to the total number of employees who were on the pay roll at the beginning of the period in question".

### Concept of Labour turnover

In every organization, employees constantly join and leave the institution for one reason or more reasons. Person may leave the organization by resigning, by retrenchment, or by retirement. The rate of turn over may be calculated on the basis of persons coming to and going from the organizations composed to the total number of workers on the pay roll. It may be calculated by the following formula.

Labour Investigation Committee has defined the labour turn over as 'It is a measure of the extent to which old employees leave and new workers enter the services of a concern in a given period'.

Labour turnover is an expensive affair because the experienced and trained workers leave the organization. The following costs get involved in such labour turn over:

**Loss of output during the replacement period**

1. Higher administrative cost of recruitment, selection, induction, and training of the new workers
2. Increased cost of waste and spoilage due to inexperience of new workers
3. Higher rate of accidents
4. Loss of production during the training period
5. Additional overtime allowance due to lower speed of work
6. Underutilization and mishandling of machines and equipment's

**Causes of Labour turnover**

Separation of employees from the organization whether he leaves on their own accord or they are discharged is a matter of concern for the organization. The management should study the causes of turnover and take necessary steps to remove them, if possible, from the control point of view. The causes may be classified into two groups – avoidable and unavoidable.

(1) Avoidable causes: Among the avoidable causes, redundancy is the most important which may be caused by the seasonal character of the business, shortage of material, inadequate planning, lack of management foresight and determination etc. The other avoidable reasons may be dissatisfaction with job, remuneration, hours of work and working conditions and bad relations with supervision etc.

(2) Unavoidable Causes: There are certain causes, which are not due to the negligence of the management but due to certain other causes, which are beyond the control pf management. A few are the following:

- Personal betterment
- Domestic affairs such as marriage and pregnancy in the case of women employees
- Illness and accident etc.
- Unsuitability of the job or misconduct on his part
- Housing and transport problem
- Retirement or death etc.

The reasons of the labour turnover may be ascertained by personal interviews with the outgoing employees.

**Control of Labour turnover**

High rate of the labour turnover is detrimental to the interests of the workers and employers both. Remedial measures should be taken to control the labour turnover after ascertaining the causes, if they are avoidable.

Remedial measures may involve the following:

- a) Proper planning of manpower requirements to avoid reduces.
- b) Labour policy should be based on sound principles of personnel management in relation to recruitment, promotion, placement and training.
- c) Introduction of proper wage incentives and promotion plans
- d) Provision of reasonable amenities and welfare measures.
- e) Setting up of machinery for ascertaining the causes of grievances and redressal thereof.
- f) Provisions of proper channel of communication to improve the morale of the employees.
- g) The attitudes of employers should be changed. Their tendency of replacing old workers by the new recruiters to avoid certain provisions should be discounted.
- h) Workers may be given due participation in management. They should be given due representation in decision making bodies, especially in cases where their interests are involved.

**Statement of the Problem**

The labour turnover is a comprehensive issue and it has different phases. All the managements have to make suitable arrangements for replacing the outgoing staff and to search new staff. This process disturbs the routine functioning of the organization and there is a scope of delay in completion of the work schedule. So, many organizations are not ready to discharge the staff easily and they impose so many conditions for resignation. In this context, the topic of labour turn over has gained more importance.

**Objectives of the Study**

- (1) To study the labour turnover in the Ambattur Clothing Limited, Chennai.
- (2) To examine the reasons of the labour turnover in the Ambattur Clothing Limited, Chennai.
- (3) To give suitable suggestions to reduce the labour turnover in the Ambattur Clothing Limited, Chennai.

**Scope of the Study**

As the labour turnover is a very sensitive issue from the workers' point of view, it is imperative that the business units should study the reasons for the labour turnover in their organizations. In many industries it is a basis for the industrial dispute many times. In the academic literature various researches have been undertaken that they probe into various reasons. The reasons of the labour turnover are of variety in nature and they may be sometimes some personal reasons. However, the business units have to think of the issues of the labour turnover in order to reduce the labour turnover. So, there is a lot of scope of the present project work.

**Limitations of the study**

- (1) This study is concerned with only one unit viz., The Ambattur Clothing Limited, Chennai. The findings of the study may not be suitable too other units.
- (2) As the time limit is very short, this study is not undertaken in large extent.

**II. REVIEW OF LITERATURE**

**1. Dr. Rajesh Kumar**

Review: Dr. Kumar's review of literature on labour turnover at Ambattur Clothing Limited offers a comprehensive analysis of existing research in the field. He critically examines studies related to factors influencing employee turnover, such as job satisfaction, organizational culture, and leadership styles. Dr. Kumar highlights gaps in the literature, particularly in understanding the unique dynamics of turnover in the textile industry. His review underscores the importance of conducting empirical research at Ambattur Clothing Limited to address these gaps and provide actionable insights for management.

**2. Dr. Priya Singhania**

Review: Dr. Singhania's literature review provides valuable insights into the determinants of labour turnover at Ambattur Clothing Limited. She synthesizes research findings on the impact of workplace conditions, compensation packages, and career development opportunities on employee retention. Dr. Singhania emphasizes the need for longitudinal studies to capture the evolving nature of turnover patterns within the organization. Her review sets the stage for empirical research aimed at developing targeted retention strategies tailored to the specific context of Ambattur Clothing Limited.

**3. Dr. Ananya Mishra**

Review: Dr. Mishra's review of literature on labour turnover at Ambattur Clothing Limited offers a nuanced examination of both internal and external factors influencing employee attrition. She critically evaluates studies exploring the role of organizational policies, supervisor support, and work-life balance initiatives in mitigating turnover intentions. Dr. Mishra highlights the dearth of research focusing specifically on the textile industry in the Ambattur region, signaling an opportunity for empirical investigation. Her review underscores the significance of addressing turnover challenges within the context of Ambattur Clothing Limited to enhance organizational performance and employee well-being.

**4. Dr. Sanjay Patel**

Review: Dr. Patel's literature review sheds light on the complexities of labour turnover dynamics at Ambattur Clothing Limited. He synthesizes research findings on the interplay between individual characteristics, job characteristics, and organizational factors in shaping turnover intentions among employees. Dr. Patel emphasizes the need for multilevel analyses to uncover the underlying mechanisms driving turnover within the organization. His review lays the groundwork for future research endeavors aimed at unraveling the intricacies of turnover processes at Ambattur Clothing Limited and devising targeted interventions to address retention challenges.

**5. Dr. Meera Sharma**

Review: Dr. Sharma's review of literature provides a comprehensive overview of the determinants and consequences of labour turnover in the context of Ambattur Clothing Limited. She synthesizes empirical studies examining factors such

as job satisfaction, organizational commitment, and turnover intentions among employees. Dr. Sharma underscores the importance of adopting a holistic approach to understand turnover phenomena, taking into account both individual and organizational perspectives. Her review serves as a valuable resource for researchers and practitioners seeking to design evidence-based strategies to manage turnover effectively at Ambattur Clothing Limited.

### **III. RESEARCH METHODOLOGY**

According to John Best, "Research is systematic activity directed towards discovery and the development of an organized body of knowledge.

Research is a process of systematic and in depth study of any topic or subject backed by collection, compilation, presentation and interpretation of relevant data. A research design is the specification of the methods and procedures for acquiring the information needs to structure what information is to be collected from which sources and by what procedures. Research design is needed because it facilitates the smooth sailing of various Research operations, thereby making as efficient as possible. In simple words it refers to the process of research.

#### **Research Design:**

It is the overall plan or program of research. A researcher depending upon the topic of the study may choose explorative diagnostic, descriptive or experimental studies. The research is of descriptive type.

Any research design performs two major functions:

Preparing a structure plan outlining various methods and techniques required in conducting the research.

Making sure that these method and techniques are suitable for the research. It also ensures that these techniques will help in finding objective, precise, and suitable answers to the research questions. According to derringers, this function is called "control of variance".

#### **Sampling Design:**

As soon as the design research is selected, the next task is to select the sample design. Sample design sets a platform for effective data collection and analysis. A sample design responsible for the effective selection of research samples. Selecting sample design affects many aspects related to the research work. Hence, selection of suitable sample design should be carefully performed.

#### **Data Sources:**

Data is collected from secondary data

Secondary Data:

Data, which are not originally collected but rather obtained from published sources, are known as secondary data. This data was collected from company records journals.

Data Collection Tools:

Structured questionnaire is used here as the instrument to collect the data.

Sampling Size The sample size of study is 100

Research Tools:

Research tools are statistical techniques used for data analysis and to arrive at certain conclusions. The tools used for this project is, percentage analysis

Percentage Analysis:

It refers to a special kind of ratio. Percentage are used in making comparison between two are more series of data. Percentages are used to determine relationships between the series of data. Finding the Relative Differences Become Easier through Percentage.

**IV. DATA ANALYSIS AND INTERPRETATION**

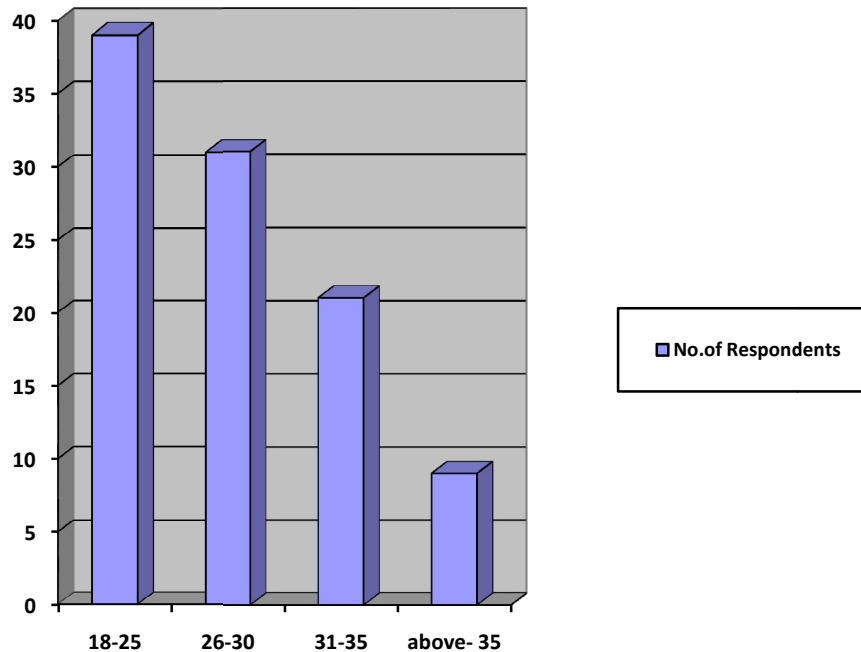
**AGE-WISE CLASSIFICATION**

Table 1

AGE CLASSIFICATION	NO. OF RESPONDENTS	% OF RESPONDENTS
18-25	39	39
26-30	31	31
31-35	21	21
ABOVE-35	9	9
TOTAL	100	100

**AGE-WISE CLASSIFICATION**

Chart - 1



**INFERENCE**

From the above table, it is clear that the age group of 18-25 is the majority group (39%) among the 81 respondents; 26-30 is the group, which has the second place (31%). The age group of 'above 35' is the minority age group (9%) in the total respondents.

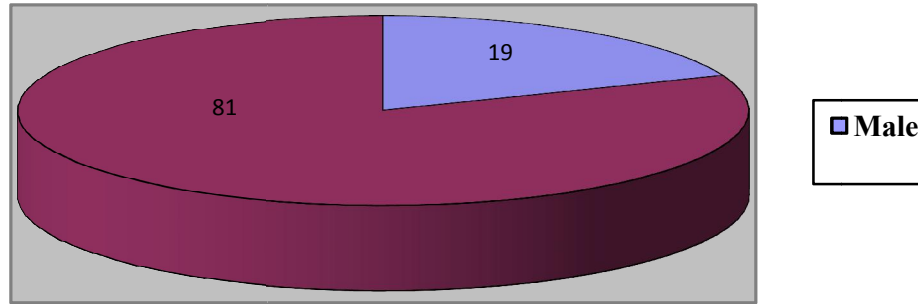
**GENDER CLASSIFICATION**

Table 2

GENDER CLASSIFICATION	NO. OF RESPONDENTS	% OF RESPONDENTS
MALE	19	19
FEMALE	81	81
TOTAL	100	100

**GENDER CLASSIFICATION**

Chart - 2



**INFERENCE:**

The above table shows that the female respondents are in majority (81%) and the male respondents are in minority group (19%).

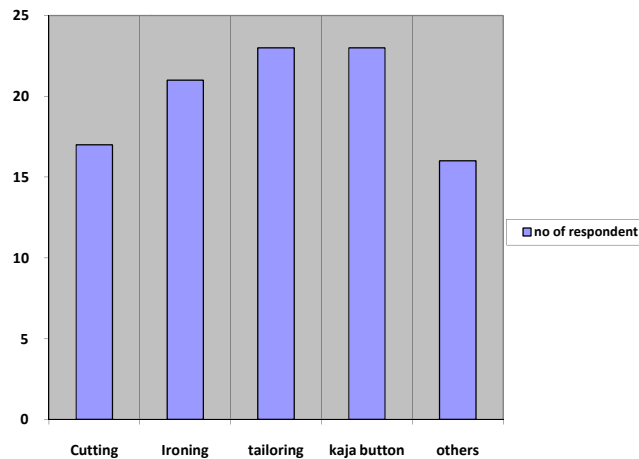
**DEPARTMENT-WISE RESPONDENTS**

Table 3

DEPARTMENT	NO. OF RESPONDENTS	% OF RESPONDENTS
CUTTING	17	17
IRONING	21	21
TAILORING	23	23
KAJA BUTTON	23	23
OTHERS	16	16
TOTAL	100	100

**DEPARTMENT-WISE RESPONDENTS**

Chart - 3



**INFERENCE**

The above table depicts department-wise respondents. Majority respondents are in the two departments equally. The tailoring and 'kaja button' are those two departments which have the majority respondents (23% each). The section of 'Ironing' has second place i.e., 21% of respondents. The section of cutting has 17% respondents and 'others' has the least number of respondents (16%).

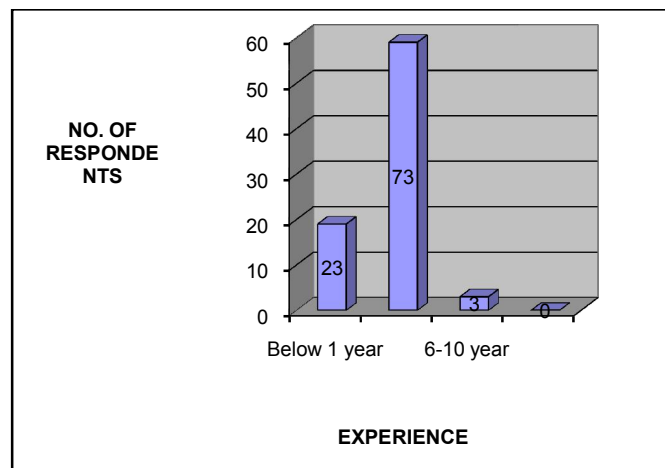
**EXPERIENCE OF THE RESPONDENTS**

Table 4

EXPERIENCE	NO. OF RESPONDENTS	% OF RESPONDENTS
BELOW 1 YEAR	23	23
1-5 YEAR	73	73
6-10 YEAR	4	4
ABOVE 10 YEAR	-	-
TOTAL	100	100

**EXPERIENCE**

Chart – 4



**INFERENCE:**

The above table shows the distribution of experience of the respondents. Majority of the respondents (73%) have the experience of 1-5 years. 23% of the respondents have below one year of experience. Only 4% of the respondents have 6-10 years of experience and they are the minority group in this regard.

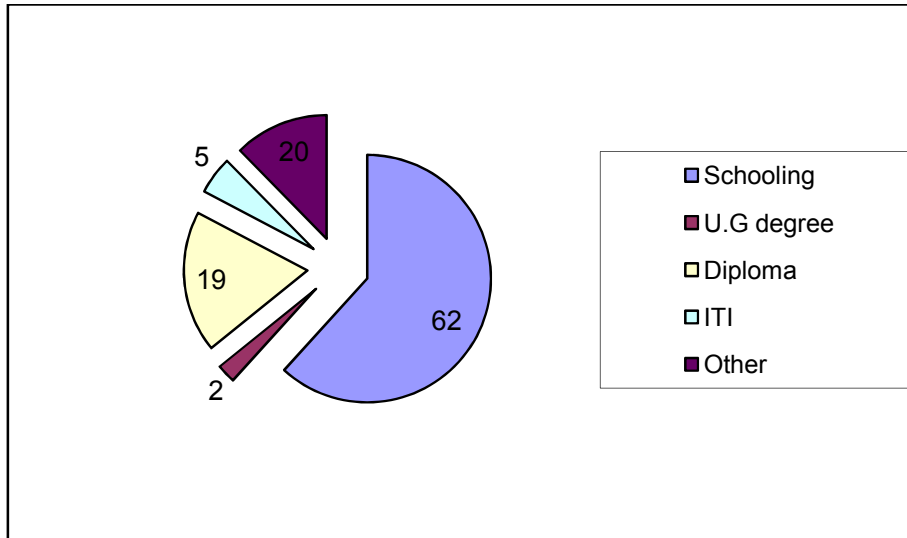
**EDUCATIONAL QUALIFICATION**

Table 5

EDUCATIONAL QUALIFICATION	NO. OF RESPONDENTS	% OF RESPONDENTS
SCHOOLING	62	62
U.G DEGREE	20	20
DIPLOMA	19	19
ITI	5	5
OTHER	12	12
TOTAL	100	100

**EDUCATIONAL QUALIFICATION**

Chart 5



**INFERENCE**

The table shows that the school education is the educational qualification of the majority of the respondents (62%). U.G degree holders are at 20% in the total sample frame. Next, diploma holders are in 19%. ITI is the qualification, which has the minimum number of respondents (only 5%).

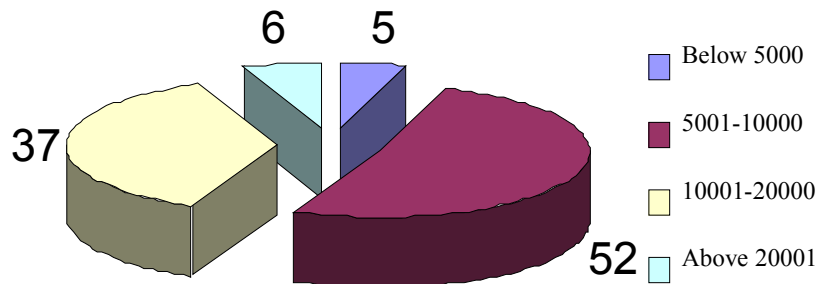
**MONTHLY INCOME**

Table 6

MONTHLY INCOME (RS)	NO. OF RESPONDENTS	% OF RESPONDENTS
BELOW 5000	5	5
5001-10000	52	52
10001-20000	37	37
ABOVE 20001	6	6
TOTAL	100	100

**MONTHLY INCOME**

Chart 6





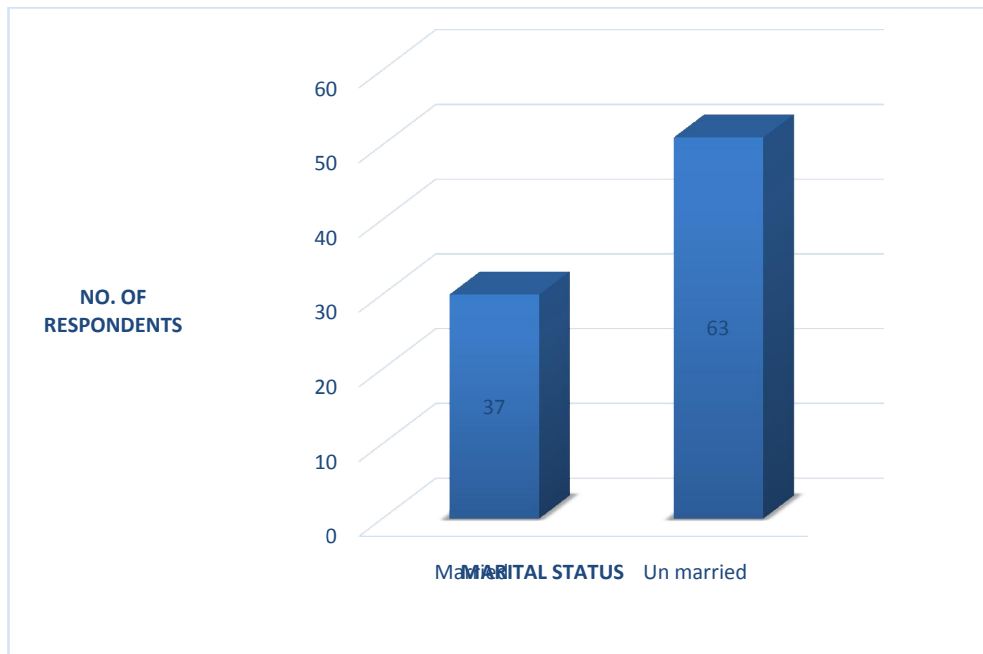
**INFERENCE**

From the above table, it is inferred that the majority group of respondents (52%) earn Rs.5001-10000. Next, 37% respondents have Rs.10001-20000. Below Rs.5000 is the group that has a minimum percentage of respondents (5%).

**MARITAL STATUS**

Table 7

MARITAL STATUS	NO. OF RESPONDENTS	% OF RESPONDENTS
MARRIED	37	37
UN MARRIED	63	63
TOTAL	100	100



**INFERENCE:**

From the above table is understood that the unmarried respondents are in the majority 63% and the married persons are at 37%.

**V. FINDINGS**

- The age group of 18-25 is the majority group (39%) among the 81 respondents.
- The female respondents are in majority (81%)
- The section of 'Ironing' has second place i.e., 21% of respondents. The section of cutting has 17% respondents and 'others' has the least number of respondents (16%).
- Majority of the respondents (73%) have the experience of 1-5 years. 23% of the respondents have below one year of experience. Only 4% of the respondents have 6-10 years of experience and they are the minority group in this regard.
- The school education is the educational qualification of the majority of the respondents (62%). U.G degree holders are at 2% in the total sample frame. Next, diploma holders are in 19%. IT is the qualification, which has the minimum number of respondents (only 5%).
- The majority group of respondents (52%) earns Rs.2001-3000. Next, 37% respondents have Rs.3001-4000. Below Rs.2000 is the group that has a minimum percentage of respondents (5%).
- The unmarried respondents are in the majority (63%) and the married persons are at 37%.

- 75% respondents have a practice of taking leave rare. 21% say that it is very rare. Only 2% respondents do not take leave at all.
- The family problem is the reason to take leave to the majority of respondents (46%). Personal factors are the reasons to 33% respondents. Only 1% respondents say the out of station is the reason for taking leave.

#### **VI. SUGGESTIONS**

Following are the suggestions to the Ambattur Clothing Limited.

1. The Unit should frame a fixed policy for reducing the labour turnover.
2. The organization may grant adequate leave with wages to women employees in two respects, viz., at the time of marriage and maternity.
3. The rules and regulations of the organization may be liberalized in respect of resignation
4. Before accepting the resignation, tendered by the employees, the unit may resort counselling to them.

#### **VII. CONCLUSION**

The Ambattur Clothing Limited is one of the leading industrial units in its business. It provides employment opportunities to thousands of people in its area. The company has maintained its goodwill in Chennai in particular Ambattur. It may take further steps to implement all voluntary measures, other than the measures mentioned in the labour Acts, to increase the workers' support. So, this is the appropriate time to take all steps to enhance the morale of the employees so that it may reduce the high rate of labour turnover in future.

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