

A Study on Problems and prospects Faced by the Employees in Selected Spinning Mills in Tirunelveli City

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Abstract: *Spinning Industries in India are labor incentives traditional industries that are crucial in attracting unskilled labor from rural areas. The hazards and risks associated with the spinning sectors are severe in comparison to other industries, although they receive less attention. The majority of accidents do not result in legal consequence. The workers are unaware of the necessity of health and safety procedures since they are illiterate. Also, owing of the difficulties in adopting OHS (occupational health and safety), the management does not place a high priority on promoting it. The spinning industries are industries including with a number of safety and health concerns.*

Keywords: *Spinning mills, Employees Performance, Hazards and Risks*

I. INTRODUCTION

The Textile Industry plays vital role in the Indian economy contributes substantially to its exports earnings. A Spinning mill is an industrial manufacturing facility which takes in raw material and converts it into finished products. The spinning mill, also known as textile mills, refers to factories that produce spun yarn. A large number of spinning mills are functioning since longer. Traditional industries play a vital role in the economy of Tirunelveli. Due to their huge labor absorption capacity, it supports the livelihood of several rural families. Even unskilled labors are capable of finding an employment in these a path. These low capital-cost industries help in industrialization of rural areas and thereby reduce regional imbalances by assuring more equitable and fair distribution of national income and wealth. Moreover these industries sometimes offer continuous supply of inputs for large scale industries and thereby ensure the effective functioning of these industrial backbones. The employees are the backbone of the spinning mill industry. But one of the concerns pointed out by them is the communication barriers with officials and management. Most of them, except union activists and leaders fail to interact with the management with respect of their genuine demands and problems. This articles aims to review each these difficulties in connections to the spinning industries in India along with probable solutions to these challenges. The long term problems of the small scale spinning industry include the slow clip of modernization, outdated technology resulting into low productivity, high cost of production, low profitability and increasing sickness of mills.

1.1 Objectives

- To identify the demographic profile of the respondents in tirunelveli city.
- To evaluate the working condition of the employees in spinning mills.
- To evaluate the efficiency of working employees in spinning mills.
- To offer the suggestions to overcome the challenges for the employees in spinning mills.

1.2 Statement of the Study

Textile Industry in India is growing at very fast rate. New upcoming technologies and products are to be absorbed by the industry. Endeavor is required to analyzing the various problems and prospects faced by the employees in spinning

mills in Tirunelveli city. Many garments workers suffer from musculoskeletal disorders like carpal tunnel syndrome and are also often affected by condition including forearm tendinitis, lower back pain, neck pain, shoulder pain, and osteoarthritis of the knees. Common workplace problems such as low job satisfaction, someone else taking your credit, persecute, utilize, etc occur for many workers. A challenge faced by many employees is finding the proper means or style of communication that is most effective.

II. REVIEW OF LITERATURE

Varghese & Salim (2015) the study concludes that a critical evaluation of the challenges and burning problems of handloom sectors in Kerala the employees mostly affected in this incident. Lack of professional technical knowledge and managerial skills of the management staff, shortage of capital, stiff competition from a power loom sectors and neighbouring states, failure to comply with demand for diversified products etc., are cited as the major challenges.

Jebadurai (2013) this study on the job satisfaction and working environment of spinning mills in Tamilnadu. The results of the study indicate that the level of implementation of welfare measures is not satisfactory. Even though government set norms and standard the real situation is far below it's seriously affects the productivity and job pleasure.

Ahlam ET. al., (2012), Occupational stress has a significant impact on student learning and thereby on the contribution that such institutions can make to society. Data was collected using a questionnaire with background questions, job stressors such as role conflict and ambiguity, lack of participation in decision making, lack of authority, workload, unsatisfactory working conditions and interpersonal relationships, and statements about the effect on organizational performance.

Renuka and Basavanth (2012), Absenteeism Is One of Major Human Problem of Indian Industries. The Study Entitled "Employee Absenteeism: A Study At Titan Industry Limited, Bangalore" Is Concerned with the Issues, Causatives, And Re media l Measures Related to Absenteeism. The Research Helps the Organization To Know Their Current Practices Regarding Absenteeism in Titan Industry. It Suggests Ideas To Improve The Business In A Better Prospect And Result In Organizational Development.

Amsamani and Aishwarya (2008) in this article denote that Coimbatore is one of the fastest growing cities in India and is very famous for its entrepreneurial skills. The authors visibly note that Coimbatore contributes almost 20 percent of the country's textile exports and caters to 36 percent of the domestic textile needs. Despite tough global competition, the city is emerging as a textile wonder with the major focus on newer technical textiles like medicines, agro-tech, sports-tech, geo-textiles etc.

R.L. Toshniwal, (2004) stated the manufacturers are cautions of investing further because of the existing labour laws. The garment industry is labour incentives and order is seasonal in nature. Labour laws need to be flexible to take into account this cyclical employment. He added that though investment activity was late incoming, labour issues were still holding back further investment.

III. METHODOLOGY

- **Primary data:** Primary data refer collected a fresh for first time and in original in nature. The required primary data is collected through questionnaire method.
- **Secondary data:** Secondary data here have been the data's collected from government publications, books articles, magazines.

3.1 Sample Size:

The Sample size has been selected in convenience sampling method and number sample is 80.

IV. DATA ANALYSIS AND INTERPRETATION

VARIENCE	CATEGORY	NO OF RESPONDENTS	PERCENTAGE
Gender	Male	68	85
	Female	12	15
	TOTAL	80	100

Age	Below 20 Years	15	18.75
	20-40 Years	20	25
	40-60 Years	25	31.25
	60 Above	20	25
	TOTAL	80	100
Educational Qualifications	Uneducated	15	18.75
	SSC	10	12.5
	Graduate	25	31.25
	Diploma	25	31.25
	others	5	6.25
	TOTAL	80	100
Types Of Workers	Supervisor	10	12.5
	Technician	20	25
	Loom Workers	22	27.5
	Bean Workers	15	18.75
	Helpers, Wrappers	13	16.25
	TOTAL	80	100
Health Issues Faced by the Employees	Stress Level Increased	14	17.5
	Heart Problems	18	22.5
	Improper Sleeping	21	26.25
	Hearing problem	25	31.25
	TOTAL	80	100
Environmental Issues Faced by the employees	Air Pollution	23	28.75
	Water Pollution	25	31.25
	Soil Pollution	21	26.25
	Noise Pollution	11	13.75
	TOTAL	80	100

SOURCE: Primary data

From the above Table,

- According to gender wise classification 85 percentage of the respondents are Male, 15 percentage of the respondents are Female.
- According to the age wise classification 31.25 percentage of the respondents are 40-60 years, 25 percentage respondents are in 20-40 years and 60 years above, 18.75 percentage of the respondents are in Below-20 years.
- According to the education qualification of the respondents are complete Graduation and Diploma, 18.75 percentage of the respondents are uneducated, 12.5 percentage of the respondents are complete their SSC and 6.25 respondents are in other kind of works.
- According to the Type of workers 27.5 percentages of the respondents are Loom workers, 25 percentages of the respondents are Technician, 18.75 percentages of the respondents are Bean workers, 16.25 percentages of the respondents are Helper, wrapper and 12.5 percentages of the respondents are Supervisors.
- According to the Health issues faced by the employees are 31.25 percentage of the respondents are have a hearing problems, 26.5 percentages of the respondents are have a Improper sleeping, 22.5 percentage of the respondents are have a Heart problems and 17.5 percentages of the respondents are have a stress level increase problems.
- According to the Environmental issues faced by the employees are 31.25 percentages of the respondents are affected by the Water pollution, 28.75 percentages of the respondents are affected by the Air pollution, 26.25 percentages of the respondents are affected by the soil pollution and 13.75 percentages of the respondents are affected by the Noise pollution.

Chi-Square Test:

Health problems faced by the employees

Environmental Problems	Stress Level Increase	Heart Problem blood pressure increase	Improper sleeping and hearing problem	Total
Air Pollution	8	9	8	25
Water Pollution	7	7	6	20
Noise Pollution	4	6	5	15
Social Pollution	6	8	6	20
Total	25	30	25	80

O	E	(O-E)	(O-E) ²	(O-E) ² /E
8	7.81	0.19	0.0361	4.62
7	6.25	0.75	0.56	0.09
4	4.7	-0.7	0.49	0.10
6	6.25	-0.25	0.062	9.92
9	9.4	-0.4	0.16	0.017
7	7.5	-0.5	0.25	0.033
6	5.62	0.38	0.144	0.03
8	7.5	0.5	0.25	4.61
8	7.81	0.19	0.036	9.92
6	6.25	-0.25	0.062	0.019
5	4.7	0.3	0.09	9.92
6	6.25	-0.25	0.062	0.992
Total				39.4

SOURCE: Computed data

Calculated value = 39.4

Degree of freedom = (R-1) x (C-1)

= (4-1) x (3-1)

= 3x2

= 6

Table value = 12.59

INFERENCE; Since the Calculate value (39.4) is more than the Table value (12.59), so the **NULL HYPOTHESIS IS REJECTED**. Hence there is a significant relationship between the Health problems faced by the employees and Environmental problems faced by the employees.

V. FINDINGS

- Majority of the respondents are Male (85 percentages).
- Majority of the respondents are in the age group of 40-60 years (31.25 percentages).
- Majority of the respondents are complete graduation and diploma (31.25 percentages).
- Majority of the respondents are work as Loom workers in spinning mills (27.5 percentages).
- Majority of the respondents are affected by the health problems (31.25)
- Majority of the respondents are affected by the environmental problems (31.25).

VI. SUGGESTION

- To Provide a Wage payments to the employees in a regular period of the time.
- To provide a safety measures and tools for the employees in the spinning mills.

- To Provide a Training schemes for the employees to improve efficiency.

The employees must create a cluster to faced all the problems and challenges towards the spinning mills.

VII. CONCLUSION

In India we have been talking of labor laws relaxation and flexibility for almost a decade. The government has been to take effective steps in the matter for political reasons. If adequate measures for optimizing productivity are taken means, Indian textile will be able to remain competitive and will achieve on volume of business. Continuous product and technological innovation demands, constant motivation by the employers towards the employees to attain higher technical skills and to take over the spinning industry in a next level. The employees must be a generate cluster in the spinning mills and keep unity on them then satisfies your needs.

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