



A Comprehensive Study Of Job Descriptions At Taha Leather Company In Vaniyambadi.

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Abstract:

The success and failure of a company is significantly influenced by the employee performance. Therefore it is crucial to regularly study and understand the mind-set so it is highly important to study the mind-set of the employee frequently so that the company of employees to drive improvements within the company. In this context, this study conducted a comprehensive analysis of job descriptions at Taha Leather, a prominent company in Vaniyambadi, a rapidly significant emphasis on the role of women employees in the workforce. The researcher collected data from 200 employees through a combined interview and questionnaire method. This study considered various factors to describe the job within Taha Leather industry. Factor analysis was employed to categorise these factors. The study concluded by identifying and naming the various factors obtained through factor analysis.

Keywords: Job Descriptions, Employee performance. Mind-set, Significant influence

Introduction:

Taha Leather Products is a Proprietorship Firm that was incorporated on 01-Sep-2022. It is involved in manufacturing leather and related products, focusing on purse ladies' handbags artistic leather-presented articles and novelties. As of the financial year 2022-23, Taha Leather Products is classified as a Microenterprise. The success of an Indian economy highly depends on effective existing and new micro-enterprises. This study introduces one of the micro-enterprises of Taha Leather enterprise to analyse the employee's job description. The registered office of Taha Leather Products is located at 56, Taha Leather Products, Kodungaiyur, Krishnamurthy Nagar, Kannan Street, Chennai, Tamil Nadu. The study focuses on job descriptions of Taha Leather Proprietorship Firm. The interview cum questionnaire method was followed to collect data from 200 respondents on the basis of convenience. Demographical factors were analysed through descriptive statistics and factor analysis were made for the various factors describing the job at Taha Leather Company. The outcome of this study is useful to both the employees and management.

II . Review of Literature:

1. In their 2003 study, Wesley and colleagues investigated the link between work-family conflicts and job satisfaction. They gathered data from 73 engineering college teachers in Coimbatore and found that work-family conflict had a stronger influence on job satisfaction compared to family-work conflict and examined how factors like age, income group, and work-family conflict were related.
2. In 2009, Balasubramanian Vimala and Chokalingam Madhavi conducted a study in Chennai, India, examining the impact of age and experience on stress and depression among female IT professionals. Their research aimed to assess stress and depression levels, understand the effects of age and experience and analyse the correlation between stress and depression. The study involved 500 women IT professionals in Chennai, utilising convince sampling. The findings indicated a moderate level of overall stress and stress across various dimensions. Moreover, 84% of the respondents experienced a medium level of depression. The study highlighted that age and experience significantly influenced stress and depression levels among employees, suggesting a strong relationship between overall stress and depression.

III. Objective:

A comprehensive study of job descriptions at Taha Leather Company in Vaniyambadi, Tamil Nadu.

IV. Scope of the Study:

This study provides opportunities for Taha Company to enhance employee well-being, ultimately contributing to the company's success and profitability.

V. Research Methodology:

Sampling Techniques: -

The study utilized a simple random sampling method.

Data Collection: -

The study had a sample size of 200 . Primary data were collected using questionnaires and interview schedules, incorporating constructs such as environmental perceptions, attitude towards coworkers, Organizational Commitment, job satisfaction and staying intentions utilizing a five-point scale.

Reliability: -

The reliability assessment was conducted for the demographic and ordinal scale-based questions. The Cronbach's Alpha, a measure of reliability, was computed to be 0.856. This value signifies a strong level of reliability for the variables within the questionnaire, affirming stability, consistency, and appropriateness of the obtained result.

Statistical Tool Used: -

Descriptive study gives the frequency and its percentage of demographical data. Factor analysis is used to define the factors which completely describe the job nature in Taha Leather Industry

Limitations of the study: -

- Only 200 workers responded to the questionnaire and results are focused towards women employee.
- There is a possibility that personal bias may arise when respondents answer the respondent
- The Study is limited to Vaniyambadi and vast representation is not perfect.

V Result and Discussions

Table 1 : Demographical variables.

Demographic Details		Frequency	Percentage (%)
Gender	Male	16	8
	Female	184	92
Total		200	100
Age Group	Up to 30 years	72	36
	31 – 40 Years	54	27
	41-50 Years	43	21.5
	Above 51Years	31	15.5
Total		200	100
Nature of jobs	Full time	102	51
	Part time	96	49
Total		200	100

Source: Primary data

Table 1 presents the demographic details of a sample of 200 respondents, focusing on gender age group, and nature of jobs. The data shows that 92% of the respondents being female and 8% being male. The majority of the respondents (36%) fall within the age group of up to 30 years, followed by 27% in the 31-40 year age range, 21.5% in the 41-50 years range and 15.5% above 51 years. The highest representation in the age group up to 30 years suggests a significant presence of young adults in the sample. The data presents information about the nature of jobs, 51% are engaged in full – time jobs, while 49% are involved in part-time employment.

Factor Analysis

The factor analysis was utilised to explore the interrelationships among respondents' preferences across multiple statements, uncovering fundamental common factors.

Table 2: **KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.875
Bartlett's Test of Sphericity	Approx. Chi-Square
	2187.488
	Df
	190
	Sig.
	.000

Source: Primary data

The study demonstrates a favourable Kaiser-Meyer-Olkin (KMO) sampling adequacy measure of 0.875, surpassing the acceptable threshold of 0.5. Additionally, the Bartlett's Test of Sphericity yielding a value of 0.0000 strongly suggests that the factors underpinning the variables are substantial and appropriate for analysis.

Table 3 : Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.944	34.722	34.722	6.944	34.722	34.722	3.312	16.558	16.558
2	2.574	12.870	47.592	2.574	12.870	47.592	3.171	15.853	32.411
3	1.995	9.974	57.566	1.995	9.974	57.566	2.627	13.135	45.546
4	1.436	7.182	64.749	1.436	7.182	64.749	2.544	12.718	58.263
5	1.212	6.062	70.811	1.212	6.062	70.811	2.510	12.548	70.811
6	.638	3.191	74.002						
7	.606	3.029	77.032						
8	.578	2.890	79.922						
9	.552	2.758	82.679						
10	.495	2.474	85.153						
11	.435	2.175	87.328						
12	.419	2.095	89.423						
13	.398	1.988	91.411						
14	.367	1.835	93.246						
15	.326	1.632	94.877						
16	.247	1.236	96.114						
17	.243	1.214	97.328						
18	.205	1.026	98.353						
19	.174	.869	99.222						
20	.156	.778	100.000						

Extraction Method: Principal Component Analysis.

The factor analysis by principal component method with varimax rotation has revealed five eigenvalues as 6.944, 2.574, 1.995, 1.436 and 1.212 respectively. This indicated that the eigenvalues greater than 1 led to the existence of five major factors with 70.811 per cent of variance. These factors are subjected to continuous varimax rotation with respect to the correlation values and component-wise segregation which has been given below:

Table 4: Rotated Component Matrix

	Component				
	1	2	3	4	
ST18	.844				ST1-comfortable with physical job
ST20	.824				ST2: working place
ST17	.821				ST3: Few obstruction
ST19	.794				ST4: Best working environment
ST3		.832			ST5: Happy with co-workers
ST2		.823			ST6: Sharing the feelings
ST4		.819			ST7: Do with co-workers even days off
ST1		.767			ST8: Treating same with co-workers
ST9			.805		ST9: Gives sense of accomplishment
ST12			.754		ST10: Willing to do more for the success.
ST11			.724		ST11: Sense of loyalty
ST10			.696		ST12: Feel proud to work
ST7				.82	ST13: By all consideration, fully satisfied with job
ST6				.74	ST14: Feel satisfied about my job
ST8				.74	ST15: Satisfied with present job
ST5				.72	ST16: Satisfied being a Dha employee
ST14					ST17: Not actively searching for another job
ST15					ST18: Seldom look at job listing on monster.com
ST13					ST19: Next year, not interested in searching other job
ST16					ST20: Ready to work from one year today onwards.

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

Table 3 displays the rotated component matrix, illustrating variable loadings within the primary factors contributing to the growth of Taha Leather employees. The first factor, labelled “**Staying intentions**,” comprised four variables. The second factor, named ‘**Environmental Perceptions**’, encompassed four variables. The third factor included four variables, named “**Organisational Commitment**.” The fourth factor, named “**Attitudes towards Co-workers**,” encompassed four variables. Lastly, the fifth factor, titled ‘**Job Flexibility**,’ included four variables.

Conclusion:

This study emphasized the critical role of employee performance in determining a company’s success or failure. Regularly studying and understanding employees’ mindsets is vital for driving organizational improvements. The research conducted a comprehensive analysis of job descriptions at Taha Leather, a notable company in Vaniyambadi, with a particular focus on the role of women employees in the workforce.

Various factors describing the job within Taha Leather industry were considered and analyzed using factor analysis, leading to the identification and naming of key factors influencing the employees. The identified factors were categorized into five main components: “Staying Intentions,” “Environmental Perceptions,” “Organizational Commitments,” “Attitudes towards co-workers,” and “Job Flexibility.” These components shed light on important aspects contributing to the growth and development of employees within Taha Leather.

Furthermore, the study highlighted the significance of microenterprises, like Taha Leather Products, in the Indian Economy. Effective functioning and growth of micro-enterprises are crucial for the overall success and sustainability of the Indian economy. By analyzing job descriptions and employee perspectives, this study provides valuable insight that can benefit both employees and management in optimizing organizational performance and enhancing job satisfaction.

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