



A STUDY ON MEASURES TO IMPROVE HEALTH AND PRODUCTIVITY AMONG THE TEXTILE EMPLOYEES

AUTHOR: Dr.T. SUMATHI. M.Com., M.Phil., PGDCA., Ph.D.

Assistant Professor

DEPARTMENT OF COMMERCE WITH COMPUTER APPLICATIONS

Dr. N.G.P. ARTS AND SCIENCE COLLEGE COIMBATORE -48

CO- AUTHOR: PAVITHRA.G, SUBIKSHA ADHIRAL.V, DHARSHINI. K.S,

PRIYADHARSHINI.S, B.Com CA

DEPARTMENT OF COMMERCE WITH COMPUTER APPLICATIONS

Dr. N.G.P. ARTS AND SCIENCE COLLEGE COIMBATORE -48

ABSTRACT

The Indian textile industry stands out on a global scale due to its abundant raw material resources and extensive manufacturing capabilities. Apart from being a cornerstone of the economy, the textile sector, in conjunction with other major industries, makes noteworthy contributions. Notably, the exports of textiles and apparel alone constitute approximately 27% of the nation's total foreign exchange earnings. This study focuses on the socio-economic status of textile employees with the overarching objectives of identifying measures to improve health and productivity, ultimately contributing to increased job satisfaction. The research emphasizes the critical need for proactive interventions to enhance the overall well-being of workers in the textile industry. The findings highlight the significance of adopting a holistic approach that addresses both physical and mental health aspects. Key measures include the implementation of wellness programs, ergonomic improvements, and health education initiatives, which emerged as crucial factors in fostering a healthier work environment. Prioritizing employee health not only leads to a reduction in absenteeism and healthcare costs but also contributes to cultivating a positive organizational culture.

Key Words: Manufacturing, Industries, Health, Productivity, Measures.

1.1 INTRODUCTION OF THE STUDY

The textile sector in India predominantly comprises small-scale, non-integrated entities engaged in spinning, weaving, finishing, and apparel manufacturing. The Textile Industry plays a significant role in generating foreign exchange for the country. Ensuring employee satisfaction is a crucial factor that impacts the success and long-term viability of organizations. In today's ever-changing business landscape, companies are progressively acknowledging the significance of cultivating a positive work culture to boost both employee well-being and productivity. Textiles is a company that acknowledges the significance of employee satisfaction,

and this study seeks to investigate the factors influencing employee contentment within the organization. In order to offer insightful information about employees' total job satisfaction levels, this research examines a number of variables, including work-life balance, career development opportunities, leadership effectiveness, and organizational culture.

In 2022, the Indian textile and apparel market achieved a size of US\$ 172.3 Billion. Looking ahead, the International Market Analysis Research and Consulting Group (IMARC Group) anticipates significant growth, projecting the market to reach US\$ 387.3 Billion by 2028. This expansion is expected to manifest through a Compound Annual Growth Rate (CAGR) of 14.59% during the period from 2023 to 2028. The market's upward trajectory is attributed to factors such as a rising demand for high-quality clothing and footwear, various government initiatives in India aimed at empowering weavers, and an increasing focus on ethically sourced sustainable materials.

Exports from the Indian textile sector encompass a varied array of products, including carpets, silk, jute, wool and woollen goods, man-made fibre textiles, cotton textiles, handloom textiles, and ready-made clothes. The textile industry largely depends upon the textile manufacturing and export. The handloom industry surpasses agriculture in both direct and indirect employment generation, making it the primary contributor in this aspect. Additionally, the sector holds great significance for the Indian economy. The textile sector generates more job opportunity from its own industry also opens up scopes for the other ancillary sectors. With the presence of numerous national and international brands, the textile industry in India is massive and still expanding. Indian textile exports were a significant portion of the country's total exports. The government is committed to addressing the labour force challenge through the creation of new infrastructure and the reinforcement of existing ones. The Government of India is actively working to enhance productivity in order to foster the growth of textile exports.

1.2 STATEMENT OF PROBLEM:

This study seeks to investigate and outline the specific health and productivity issues prevalent among textile employees. By delving into these challenges, the research aims to contribute meaningful insights that can inform the development of targeted interventions, policies, and initiatives. Ultimately, the goal is to address the identified problems and enhance the overall well-being and productivity of textile employees in a manner that aligns with the industry's demands and expectations. The present study tries to identify a study on measures to improve health and productivity among textile employees.

1.3 OBJECTIVES OF THE STUDY

1. To study the socio-economic status of the Textile Employees.
2. To identify the measures to improve health and productivity among the employees.
3. To give valid suggestion based on the study to increase job satisfaction of the employees.

1.4 LIMITATIONS OF THE STUDY

1. The study is to improve health and productivity among the employees in Textiles.
2. The period of the study is limited to Time Constrained.
3. Employees may provide socially desirable responses, affecting the accuracy of the findings.
4. The sample size was constrained to 120 respondents only.
5. The survey is based on respondent's opinion only.

1.5 RESEARCH METHODOLOGY

The Study will use the Descriptive research design and simple size of 120 employee in Textile industry. The research involved the collection of data through two methods: Primary Data and Secondary Data. Primary data constitutes firsthand information obtained directly from Textile Employees. With the help of the structured questionnaire, primary data were gathered in Textile Employees. For the purpose of analysing the technical efficacy of the employees, secondary data were gathered from textile workers in Coimbatore at various levels, including executives, supervisory staff, and workers, via websites, journals, magazines, newspapers, etc. In addition to an oral interview, the researcher used a self-made questionnaire for this study. In this study, the researcher used a convenience sample technique. 120 respondents were gathered for this investigation. The goal of the study was described to the respondents, and they were given the assurance that the information gathered from them would be kept private, in order to inspire confidence and ensure their cooperation in gathering the information. The investigation was conducted between June 2023 and November 2023. To transfer the obtained data into master sheets, they were categorized and given codes. The data was coded before being tallied, examined, and analysed. The study employed statistical tools, namely the Simple Percentage Method and Ranking Analysis method.

1.6 ANALYSIS AND INTERPRETATION

1.6.1 Simple Percentage:

Simple Percentage is a way of expressing a proportion or comparing one quantity to a whole based on 100. Simple percentages are commonly used in various fields such as finance, statistics, and everyday situations to express ratios, proportions, or changes in values relative to a whole.

Formula:

Percentage = Number of Respondents / Total Number of Respondents*100

S.NO	VARIABLES	CATEGORIES	NO.OF. REpondENTS	PERCENTAGE
01.	Age	20 and below	19	16
		21-30 years	50	42
		31-40 years	27	23
		41-50 years	14	14
		Above 50 years	10	25
02.	Gender	Male	61	51
		Female	59	49
03.	Educational Qualification	School level	20	17
		Diploma	18	15
		Graduate	67	56
		Profession	15	12
04.	Marital status	Married	58	48
		Unmarried	62	52
05.	Type of family	Joint	55	46
		Nuclear	65	54
06.	Family Monthly Income	Up to Rs 20,000	20	17
		Rs 21,000 – 40,000	44	37
		Rs 41,000 – 60,000	33	28
		Above Rs 61,000	23	18
07.	Current Position	Manager	29	24
		Accountants	29	24
		Worker	62	52

08.	Experience	Below 2 years 2 – 6 years 6 – 10 years 10 – 14 years	19 52 32 13 4	16 43 27 11 3
09.	Category of employee	Permanent employee Temporary employee Part time employee Contract employee	73 37 5 5	61 31 4 4
10.	Health and Productivity Measures	Air Ventilation Hygiene food and water cleaned rest rooms Proper rest time and leave Entertainment Activities Periodical Health Check-up	20 5 33 52 6 4	17 4 28 43 5 3

Source: Primary Data.

Inference:

The Table Shows that Mostly 42% of the respondents belong to the age group of 21-30 years. Majority 51% of the respondents are Male. Majority 56% of the respondents belong to graduate. Majority 52% of the respondents belongs to Marital Status- Unmarried. Majority 54% of the respondents belongs to Nuclear Family. Mostly 37% of the respondents belongs to RS 21,000-40,000 of Family Income. Majority 52% of the respondents belong to workers. Mostly 43% of the respondents are being in 2-6 years in Organisation. Majority 61% of the respondents are in the category of Permanent Employees. Mostly 43% of the respondents are not satisfied with Proper Rest time and Leave.

1.6.2 Ranking analysis

Ranking Analysis can be employed in various contexts to assess and compare the performance, significance, or relevance of different entities or variables.

Formula:

Ranking Analysis = RANK (number, ref, [order])

**TABLE SHOWING HEALTH AND PRODUCTIVITY MEASURES OF
THE EMPLOYEES IN ORGANISATION**

S.NO	MEASURES	TOTAL	PERCENTAGE	RANK
1	Air Ventilation	20	17	III
2	Hygiene food and Water	5	4	V
3	Cleaned Restrooms	33	28	II
4	Proper rest time and leave	52	43	I
5	Entertainment Activities	6	5	IV
6	Periodical Health Check-up	4	3	VI

Inference:

The above table depicts that highest health and productivity measures of the employees is that do not have proper rest time and leave which was given 1st rank, while cleaned restrooms is another problem in the organisation which was given 2nd rank. The 3rd highest problem in the organisation is Air Ventilation. Entertainment activities is the 4th major problem in the organisation. The 5th highest problem faced by employees is Hygiene food and water facility in the organisation. And the final measure of the employee is Periodical Health Checkup is ranked at 6th highest problem in the organisation.

1.7 FINDINGS:

- Most 42% of the respondents belong to the age group of 21-30 years.
- Majority 51% of the respondents are Male.
- Majority 56% of the respondents belong to graduate.
- Majority 52% of the respondents belongs to Marital Status- Unmarried.
- Majority 54% of the respondents belongs to Nuclear Family.
- Most 37% of the respondents belongs to RS 21,000-40,000 of Family Income.
- Majority 52% of the respondents belong to workers.
- Most 43% of the respondents are being in 2-6 years in Organisation.
- Majority 61% of the respondents are in the category of Permanent Employees.
- Most 43% of the respondents are not satisfied with Proper Rest time and Leave.

1.8 SUGGESTIONS

- Establishing a system to acknowledge and reward exceptional performance and achievements among employees has the potential to inspire and motivate them.
- Work-life balance is to Promote a healthy work-life balance through flexible scheduling and time-off policies of the employee's life.
- Develop a just and efficient procedure for addressing interpersonal conflicts within the workplace among employees.
- Empowering employees to define their roles and work in alignment with their strengths not only allows for greater job satisfaction but also fosters individualized contributions.
- Training and Development provide opportunities for enhancing skills and advancing careers, enabling employees to progress and develop within the company.

1.9 CONCLUSION

In conclusion, the study on measures to improve health and productivity among textile employees underscores the critical need for proactive interventions to enhance the overall well-being of workers in the textile industry. The findings of this study reveal that a holistic approach that addresses both physical and mental health can significantly contribute to increased productivity and job satisfaction. The implementation of wellness programs, ergonomic improvements, and health education initiatives emerged as key factors in promoting a healthier work environment. By prioritizing employee health, organizations can not only reduce absenteeism and healthcare costs but also foster a positive organizational culture. Additionally, recognizing and addressing mental health concerns among textile employees is crucial. Stress management programs, counseling services, and creating a supportive work atmosphere can significantly contribute to reducing stress levels and enhancing mental well-being. As the textile industry continues to evolve, investing in the health of employees is not just a moral imperative but a strategic decision that can yield long-term benefits for both individuals and the organization as a whole.

BIBLIOGRAPHY

- C.R. KOTHARI (2006), Research Methodology, (2nd edition) New Age International Journal publishers, New Delhi.
- O.R. Krishnaswami & M. Ranganathan (2014), Methodology of Research in Social Sciences, (2nd edition) International Journal Himalaya publishing House Mumbai.
- S.P Gupta (2002), Statistical Methods, (13th edition), Sultan Chand & Sons, New Delhi.
- L.M Prasad (2015), Organizational Behaviour, (5th edition) Sultan Chand & Sons, New Delhi.
- Steven L McShane, Mary Ann Von Glinow & Radha R Sharma (2011), Organizational Behaviour, (5th edition) Tata McGraw Hill Education Pvt.Ltd., New Delhi.

Websites:

- <https://www.jetir.org/papers/JETIR1812920.pdf>.
- <https://ijcrt.org/papers/IJCRT2104004.pdf>
- <https://www.scribd.com/doc/61793390/Questionnaire>
- <https://ijcrt.org/papers/IJCRT2104004.pdf>.
- https://indusedu.org/pdfs/IJRMEC/IJRMEC_966_77527.pdf.
- <https://studylib.net/doc/25386098/a-study-on-employee-safety-and-welfare-measures-with-spec...>

