

A study on relationship between organizational health and job satisfaction of textile industries in Tamil Nadu (Trippur)

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Introduction

The Textile industries are not free of challenges; they face, if not, more challenges including high cost for raw materials, absence of corporate cultures, weak enforcement of rules and regulations, poor financial management, operational inefficiencies, etc., which creates friction between the employees and the management. The dissatisfaction among the employees is expressed as low productivity and low capacity utilization among the employees leading to an imbalance in the relationship between organizational health and job satisfaction. The introduction of organizational health and job satisfaction concept examined the relationship between the performance and the job satisfaction of the employees at the workplace and explained wellness quotient in an individual's life. Overall, the favourableness or unfavourableness of a work place deals with the relationship between the workers and the management. In the present situation, job satisfaction is derived from the balanced life an employee has than just the monetary value of the job. The employers therefore should consider the job seekers as resources that must be treated with more humane attitude. The jobs of the present day demand restructuring and remoulding to suit the needs of the workers, keeping in view the socio-economic and technological progress of the current world. The movement that is used to bring changes in the socio-technical nature of the jobs and consists of a large variety of constructs like good social circles, more employee friendly schemes, role in decision making, more powers to the employee and team performance. Rapid progress in technology has augmented the degradation of manpower, skill, estrangement and objectification of labor under the Taylorist influences. Therefore, the factors that are involved in achieving a congenial work environment including resources, functionality, and the mutual benefits must be realized between the management and employees. Consequently, it would help in achieving increased employee performance and productivity, higher morale, decreased employee harassment, lower absenteeism, decreased burnout and pressures, and increased staff retention.

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Statement of Problems

This article had made an attempt to know the relationship between organizational health and job satisfaction of textile industries in Tamil Nadu (Tiruppur). It clear that organizational health and job satisfaction in fact is an important HRD activity and proper HRD intervention can enrich the organizational health and job satisfaction for employees of an organization". This study describes the factors determining the relationship between organizational health and job satisfaction in the firms located in Tiruppur. Now-a-days textile industry employees are dissatisfied with the various working conditions of the job. This is evident through many earlier researches on several aspects of human resources in textile industry. Employees are compelled to work overtime work on weekdays, weekend and public holidays for completion of huge orders in short periods and urgent orders during festive seasons. To cope with such situations firm managements impose strict rules and regulations on arrival time, lunch breaks, and working patterns without any consideration for employees' genuine problems. Fear of job security is another concern and many firms pose a threat of dismissal. Most of the firms have not provided adequate facilities for a conducive work environment during summer where the climate at Tiruppur is extremely hot. Poor ventilation and building structures add sour to this.

Objectives

- To present the socio economic factors of the sample respondents
- To design the organizational health dimensions and job satisfaction variables
- To find the relationship between the dimensions of organizational health and job satisfaction

Sampling design

The research was designed to evaluate the relationship between organizational health and job satisfaction factors that are responsible for overall satisfaction among the employees of manufacturing and to analyze the possibility of these factors bringing about changes in the working conditions in the organizations. The study used a positivist approach and consisted of the deductive analytical techniques given by different researchers to maximize the advantages of the analysis. The researcher used convenient sampling method to collect data in the study area. One hundred and seventy five samples were taken by the researchers.

Hypothesis

There is no relationship between the organizational health dimensions and job satisfaction.

Tools and techniques

The researcher used percentage analysis and correlation, percentage analysis used to present the socio economic profile of the sample respondents and correlation used to find the relationship between the organizational health dimensions and job satisfaction of the sample respondents.

Socio economic profiles

The percentage analysis shows to understand the socio economic factors of the sample respondents.

Table 1 : Socio economic profile of the sample respondents

Variables		Number of respondents (%)	Variables		Number of respondents (%)
Age group	Up to 30 years	115 (65.71%)	Family type	Nuclear	81 (46.29%)
	31 years to 45 years	32 (18.29%)		Joint	94 (53.71%)
	Above 45 years	28 (16.00%)	Educational Qualification	Up to 10 th Standard	89 (50.86%)
Gender	Male	84 (48.00%)		11 th to 12 th Standard	75 (42.85%)
	Female	91 (52.00%)		Graduate	11 (6.29%)
Marital status	Married	78 (44.57%)	Monthly Income	Up to Rs. 10,000	93 (53.14%)
	Unmarried	97 (55.43%)		Rs. 10,001 to Rs. 15,000	45 (25.72%)
Total Sample		175			Above Rs. 15,000

Source: Survey data

The above table shows the socio economic profile of the sample respondents. One hundred and fifteen (65.71%) sample respondents are up to 30 years old. Thirty two (18.29%) sample respondents are between 31 year and 45 years and remaining twenty eight (16.00%) sample respondents are above 45 years. Majority of the respondents are up to 30 years old.

Eighty four (48.00%) sample respondents are male and remaining ninety one (52.00%) sample respondents are female. Majority of the respondents are female.

Seventy eight (55.43%) sample respondents are married and remaining ninety seven (55.43%) sample respondents are unmarried. Majority of the respondents are unmarried.

Eighty one (46.29%) sample respondents are nuclear family members and remaining ninety four (53.71%) sample respondents are joint family members. Majority of the respondents are joint family members.

Eighty nine (50.86%) sample respondents are studied up to 10th standard, seventy five (42.85%) sample respondents are studied 11th standard and 12th standard remaining eleven (6.29%) sample respondents are graduates. Majority of the respondents are studied up to 10th standard.

Ninety three (53.14%) sample respondents' monthly income is up to Rs. 10,000. Forty five (25.72%) sample respondents' monthly income is between Rs. 10,001 and Rs. 15,000. Remaining thirty seven

(21.14%) sample respondents' monthly income is above Rs. 15,000. Majority of the sample respondents' monthly income is up to Rs. 10,000.

Correlation between organizational health dimensions and job satisfaction

The correlation study used to find the relationship between the organizational health dimensions and job satisfaction of the study. The researcher taken four dimension regarding organizational health based on previous studies. Four variables each were taken for each dimensions of organizational health and job satisfaction. Five point likert scale used to find out the total score, the total score of the dimensions (i) development, (ii) relations (iii) leadership, (iv) spirit and (v) job satisfaction. The co efficient correlation used to find the relationship and the result presented in the following paragraphs.

Table: 2
Correlation between organizational health dimension and job satisfaction

		Development	Relations	Leadership	Spirit	Job Satisfaction
Development	Correlation	1				
	P Value	-				
Relations	Correlation	0.803**	1			
	P Value	0.001	-			
Leadership	Correlation	0.917*	0.027	1		
	P Value	0.001	0.619	-		
Spirit	Correlation	0.322	0.048	0.653**	1	
	P Value	0.028	0.457	0.003	-	
Job Satisfaction	Correlation	0.639**	0.881*	0.718	0.667*	1
	P Value	0.001	0.002	0.023	0.007	-
** . Correlation is significant at the 0.01 level						
* . Correlation is significant at the 0.05 level						

The above table shows the correlation between the organizational health dimensions and job satisfaction of textile employees in the study area. All the organizational health dimensions are positive correlation with job satisfaction.

The relations (0.803, [0.001]) and job satisfaction (0.639, [0.001]) are positively correlated with the dimension development at 1% significant level.

The leadership (0.917, [0.001]) has positive correlation with the dimension development at 5% significant level. The relation (0.881, [0.002]) has positive correlation with the job satisfaction at 5% significant level.

The spirit (0.653, [0.003]) has positive correlation with leadership at 1% significant level. The spirit (0.667, [0.007]) has positive correlation with job satisfaction at 5% significant level.

The development (0.639, [0.001]) has positive correlation with job satisfaction at 1% significant level. The staff development regarding to the work helps them to get job satisfaction. So, the employers should give chance to their employees for their development, It will be result in more production.

The relation (0.881, [0.002]) and spirit (0.667, [0.007]) have positive correlation with job satisfaction at 5% significant level. The good relationship in the companies and the employees spirit in work are help for job satisfaction. So the employers should conduct seminar to maintain good relationship between the staff and give training to increase their spirit.

Results and Discussion

1. Majority of the sample respondents are less than 30 years old in the study area, the small scale industries are able to give very less salary than leading organizations. So the small scale industries taking young people and with out much experience.
2. Male respondents are more than female but the difference between male and female are not much difference.
3. Majority of the respondents are unmarried, because the young and non qualified labour are unmarried.
4. There is no much different between joint and nuclear family sample respondents.
5. The majority of the respondents are studied up to 10th standard or less.
6. The respondents' monthly income are also up to Rs. 10,000 only.
7. There is positive relationship between the development and job satisfaction of the sample respondents at 1% significant level.
8. There is positive relationship between the relations, and spirit and job satisfaction of the sample respondents at 5% significant level.

Recommendations

- Employers can arrange seminars focusing employee's sound mental and physical health. This will make employees live a happy life and have a better quality of work life. Seminars should emphasize employees on taking right food at right time, taking enough rest, deep sleep and exercise.
- Employer should give equal weightage to all the work factor as above mentioned. Because only two factor are satisfied. Management gives freedom to participate in decision making while company face critical situation. Then only understand the situation by the employee easily and ready to coup with employer in critical situations.
- Wage and recognition of achievements contributes more towards employee job satisfaction. The employees feel that only these two factors will increase their job satisfaction. So employers should concentrate on these two aspects more. Wage plays a pivotal role in deciding among all units in the

textile industry. The employers should provide fair and adequate wages to their employees based on their performance, experience and cost of living.

- Collective bargaining should be administrated and encouraged by the employers for any demand relating to the factors affecting by the employees. This will increase the faith of employees on organizational health and job satisfaction.

Conclusion

It is seen from the study above that workers are the contributors to production Job satisfaction of the workers is related to their monetary, non monetary needs. Job satisfaction shall give impetus to the overall productivity. The management has to bring in new compensation methods introduce recreational club facility, clubs to enhance productivity.

The factor of job security and working environment needs to periodically appraise by the management to maintain strong relations with the labor. Ultimate success for enterprise will be when satisfaction of workers results in increased loyalty and talent retention.

In any era, whatever the things change with employees, the employer could not run the firm because employees are the human resource of industry, so every firm should take care of their employees. It helps to get better organizational health, job satisfaction and also increases productivity. The purpose of this study was conducted to understand the organizational health and job satisfaction of textile industries in Tamil Nadu (Trippur). Employees long for job satisfaction through fair wage and recognition of their achievements. Work Life not only retains the existing employees but also attracts the potential talented employees. The employers should strongly bear in their minds that the benefit of all-pervasive and the employers' duty to provide it not only as businessmen but also as responsible citizen of India.

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