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## Employees perception towards safety and welfare measures in spinning mills at Rajapalayam region

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### ABSTRACT

*The Indian textile's industry takes to be present one of the supports of the Indian budget. Rajapalayam is the hubs of textile productions and is actuality led by the disorganized trivial and standard industry. Therefore, safety and welfare measures are the main concern for the employees in any spinning mills because the employee's welfare and safety on and off the job within the spinning mills is the vital concern of the employer. It contains several accommodations, amenities, and services provided to employees for enlightening their well-being, efficacy, economic furtherance and societal prestige. Consequently, the present study procedures descriptive and explanatory approach, the data collected done questionnaire among 288 employees working in six spinning mills in Rajapalayam region, Tamil Nadu. To establish the employee perception towards welfare measures and safety selected spinning mills to recover the employee welfare and safety measures should be improved.*

**Keywords**— Employee welfare, Employee satisfaction, Quality of life and productivity

### 1. INTRODUCTION

Employee welfare measures and safety are expected to the organization. Health advocates, the government of welfare besides symbolizes naturalness of the mortal life, especially employee. This one stays the desired government of survival including the emotional, bodily, honorable then responsive cause of an individual. Sufficient near of remunerations, nonviolent and humanoid circumstances of effort and contact to several least public safety reimbursements are the main qualitative proportions of occupation which enrich the value of a lifetime of workers and their productivity. Organized instruments are aimed at guaranteeing these to employees in the systematized segment of the budget. These remain presence underwired or stretched to the magnitude potential. Stagnant, workers in the confusing sector, who unite 92 percentage of the comprehensive employees, by and large, do not have access to such benefits. Phase's requirement to be engaged on a more measure than already to increase the superiority of employed lifetime of the disorganized labors, excluding womanhood workforce.

#### 1.1 Need for this study

Fabric manufacturing has a distinctive part in the Indian budget. Affording to various scholars, currently, the fabric production in India is secured at \$52 billion. Further, the Indian fabric production consists of 14 per cent of developed manufacture which employs 34.8 million persons and 12 percent share of India's total export basket. In Tamil NADS, the textile sector donates one-fourth of the country's total textile manufacturing and it stands unique of the third biggest government in India in standings of GDP contribution to the Indian economy and occupies the second position in total employment generation with the share of 9.97 percent in India. In with economic importance, it is also important the perception towards protection and health procedures to the employee which to improve the quality of working life of the disorganized employees in the mills. According to the research on literature, there is a number of influences which have contributed towards organizational commitment, however, lessons consume intensive on spinning mills in Rajapalayam region only. Therefore, learning is accepted to regulate the importance of protection and health processes.

#### 1.2 Scope of the study

The study attempts to understand the near of approval concerning welfare activities among the employees in spinning mills in Rajapalayam at the region and the study concentrates in areas like:

- General welfare activities
- Work environment
- Safety measures
- Health welfare activities

- Societal safety methods and further miscellaneous factors in order to know about the existing welfare measures and to give suggestions for improvement

#### 1.4 Objectives

- To know how welfare measures improve the motivation of the employees and measure the level of fulfilment of workers just before strength, safety and welfare measures in spinning mills at Rajapalayam region.
- To analyze the awareness among the employees about the employee welfare measures and provides suggestions and recommendations for further improvements of the mills.

## 2. RESEARCH METHODOLOGY

The research methodology is a technique of analytically resolving the investigation problematic especially in the areas of employee welfare. Therefore, the research design adopted aimed at this revision is descriptive research type. It is mainly charity to acquire data regarding the present position of the singularities and to designate 'what exists' by veneration to variables or circumstances in a condition. In this study, a total of 6 spinning mills (Rajashree Spintex Pvt Ltd - Kothankulam, Subburaj Cotton Mills - MPK Pudupatti, Rajaram Mills Pvt Ltd - Thottiapatti Road, Sri Dharma Spinners - Zamin kollankondan, Sree Karpagambal Mills Ltd - Cholapuram South, Sri Bala Ganapathy Spinning Mills Pvt Ltd - Melarajakularaman, Rajapalayam) were selected on a systematic random basis, to minimize the cost of survey but at the equal interval confirmed a reasonable three-dimensional demonstration of the Rajapalayam region.

### 2.1 Sampling unit

Overall employees in these selected mills are more than 6000 including three shift systems. The model dimension for this education is 288 employees only based on a humble chance basis because of the lack of the study period.

### 2.2 Sampling method

Simple random sampling method was used for the study because; each division in a people has equal chances for being selected as a sample unit.

## 3. NATURE OF DATA COLLECTION

### 3.1 Primary sources of data

For this study data were collected through major and ancillary foundations. Primary data are information collected or generated by the researcher for the purpose of the project immediately at hand. In this study, major statistics take remained used for analysis and it has been collected through survey method. A survey is a research technique in which data are systematically collected directly from the people being studied by the questionnaire and informal discussions with employees. A structured questionnaire consisting of closed then exposed over queries was constructed and used. The questionnaire was prepared after gathering preliminary information about the employee's welfare.

### 3.2 Secondary sources of data

Secondary data was collected from the Research articles/journals, Electronic books, Proceedings and Company details from websites. Minor statistics incomes statistics that remain previously obtainable, i.e. they mention toward the statistics which take previously remained together then investigated through somebody different. The composed statistics remained investigated by statistical tools and appropriate techniques. The techniques used for analysis are descriptive analysis and Chi-Square test. For descriptive analysis, the number of responses of each category is summarized to percentage format for the convenience to use other statistical tools namely pie chart and bar diagrams.

## 4. STATISTICAL TOOLS AND INSTRUMENTS

The following statistical tools and instruments were used in the study:

The collected data has been coded and represented by calculating the frequency and average. Based on this suitable interpretations were made, Percentage analysis, SPSS, Chi-square test

### 4.1 Hypothesis

**H1:** There is a significant relationship between employee gender and problem availing leave for sick or emergency period in the company.

**H2:** There is a significant relationship between employee age and work load.

### 4.2 Limitations of the Study

The current study intended to test employee perception of security and health actions. It contributed to the literature in terms of security and health actions. This training was agreed available in spinning mills in Rajapalayam Region were taken the 288 samples. This research conducted the analysis by using SPSS. The data collected through the questionnaire. Some of the respondents are co-operated to collect the data

## 5. REVIEW OF LITERATURE

**Nithyavathi (2016):** Highlighted that the health actions dramas imperative role in employee fulfilment and its consequences in developed value of effort lifetime. He recommended that the employees are not satisfied with the transport facilities provided by the port, steps may be taken to provide facilities especially from workers who take to effort through nightly swings. The circumstances of the break places and accommodations may be developed. They may be provided with adequate facilities for rest. Crèche facility should be provided to the employees.

**Jaishu Antony (2017):** Stated that the employees do not necessarily lone financial welfares but non-monetary also. Fulfillment of the workers concerning the wellbeing accommodations has a large influence to continue favorable troposphere for attaining the purposes of improved manufacturing relatives, high productivity, industrial growing and affluence in the state. He reveals the fact that existing labor welfare measures in the Community Segment Undertaking are not effective and satisfactory. So, the companies should take immediate measures to improve its labor welfare measures. The crucial issues for an improved Developed relation are a conception of communal conviction, documentation of battle in the pasture root level, speedy settlement of industrial conflicts.

**Sethuram and Shiva Sankari, (2018):** Revealed that the provision of labor welfare measures has an impact on job performance. The employees are assets of the organization. The management has the duty to safeguard and maintain these assets. The management should not only comply with the statutory welfare obligations but should go beyond what has been provided in the statute. The above analyses demonstration that greatest of the exercises on health actions consume remained agreed out in the community and sequestered initiatives. These studies have not covered the entire measures of employee welfare measures. Selection of limited samples and deficiency of learning the relationship between demographic variables of the employees towards the employee welfare measures are the limitations of these studies. No study has been undertaken so far to analyze the attitude of employees towards the employee welfare measures of the Spinning Mills. Hence, a careful study is essential in this regard. With this background, the present study is an attempt to seal in the investigation hole in these extents. The study covers 6 Spinning mills, with a sample of 288 employees.

## 6. ANALYSIS AND INTERPRETATION OF EMPLOYEE PERCEPTION TOWARDS SAFETY AND WELFARE MEASURES

**Table 1: Designation wise classification of the respondents**

S no.	Designations	No. of Employees	Percentage
1.	Clerk	9	3
2.	Office Assistant	14	5
3.	Supervisor	23	8
4.	Workers/Spinner	126	44
5.	Skilled workers	71	25
6.	Sweeper	11	3
7.	Others	34	12
Total		288	100

Source: Primary Data

**Interpretation:** Table 1 shows that out of 288 respondents 44 % of the respondents were workers/spinner, 25 % of the respondents were skilled workers, 12 % of the respondents were others, 8 % of the respondents were supervisor, 5% of the respondents were office assistant, 3 % of the respondents were clerk, 3 % of the respondents were sweeper.

**Table: 2 Gender wise classification of the respondents**

S no.	Gender	No. of Respondents	Percentage
1.	Male	177	62
2.	Female	111	38
Total		288	100

Source: Primary Data

**Interpretation:** Table 2 shows out of 288 respondents 62 % of them are male and 38% percent of the respondents are female.

**Table: 3 Age wise classification of the respondents**

S no.	Age	No. of Respondents	Percentage
1.	Up to 20 Years	45	16
2.	21-30 Years	94	33
3.	31-40 Years	108	38
4.	41-50 Years	37	12
5.	51 and above	4	1
Total		288	100

Source: Primary Data

**Interpretation:** Table 3 shows that out of 288 respondents 37 percentage of them belong to the age group of 31-40years, 33 percentage of the respondents belong to the age group 21-30years about 16 % of them belong to the age group up to 20 years, 13 % of the respondents are from the age group of 41-50years and 1 % of them are above 51 years of age.

### 6.1 Chi-Square – test analysis

**Table: 4 Analysis using chi-square comparison between Gender and Problem availing leave for sick or emergency period**

Gender	Problem availing leave for sick or emergency period			Total
	Yes	No	If yes, mention the reason	
Male	48	101	28	177
Female	25	72	14	111
Total	73	173	42	288

Chi-square test	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.741 <sup>a</sup>	2	.419
Likelihood Ratio	1.753	2	.416
Linear-by-Linear Association	.034	1	.854
N of Valid Cases	288		

**Interpretation:** From the above table 4 it is inferred that the relation between demographic profiles gender and problem availing leave for sick or emergency period in the company. The p-value is greater than .419 > 0.05 hence the null hypothesis at 5% level of significant concludes that there is no significant relationship between gender and problem availing leave for sick or emergency period in the company.

**Table: 5 Analysis using chi-square comparison between Age and work load**

Age	Work load			
	Heavy	Normal	Light	Total
Up to 20year	14	16	15	45
21-30years	32	34	28	94
31-40years	38	50	20	108
41-50years	8	9	20	37
Above 51year	0	4	0	4
Total	92	113	83	288

Chi-square test	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	24.273 <sup>a</sup>	8	.002
Likelihood Ratio	24.851	8	.002
Linear-by-Linear Association	.589	1	.443
N of Valid Cases	288		

**Interpretation:** From the above table 5 it is inferred that the relation between demographic profiles age and work load. The p-value is less than .002 > 0.05 hence the null hypothesis at 5% level of significant concludes that there is a significant relationship between age and work load

## 7. FINDING OF THE STUDY

### (a) Social demographic profile

- The study reveals that 44% of the defendants remained spinners because it is the main work of any spinning company
- Half of the respondents are male
- Nearly 40% of the defendants stand of the age group 31 – 40 more than one-third of the employees are young

### (b) Employee perception towards safety and welfare measures (Chi-square Test)

- The P value with respect to the Chi-Square value is 0.419s at the 0.05 level of significant which is above the 0.05, and hence there is no association between the variables Gender and Respondents Problem in availing leave for sick or emergency period in the company (H<sub>0</sub>)
- The P value with respect to the Chi-Square value is 0.002s at the 0.05 level of significant which lies below the 0.05, and hence there is an association between the variables Age and Respondents present work load in the company (H<sub>1</sub>)

## 8. SUGGESTION

- The researcher feels that the awareness for safety is quite low among the employees, Step may be undertaken to increase the awareness and need for safety.
- Productivity-linked annual bonus need to be implemented effectively to motivate the employees further
- Management should provide subsidized food in Canteen to all employees.
- The management needs to pay attention to the fact that the defendants' impression that the machines, equipment, and tools are not well designed and maintained. The replies of the workers concerning the near of fulfilment of health actions are huddled in the acceptable section. The administration might yield stages to renovate these into decidedly agreeable
- The workers are not fulfilled with the transport facilities provided by the port, steps might be engaged to deliver accommodations specifically from workers who consume to effort through nightly shifts. The environments of the break places and accommodations may be improved. They may be provided with adequate facilities for rest. Crèche facility should be provided to the employees.

## 9. CONCLUSION

A popular of the respondents feel secure while working at Spinning mills and impression that the welfare actions help to reduce the severity of accidents. The learning over illustrations that here is collecting of respondent's opinion in the acceptable province concerning the equal of the fulfilment of health actions. This exposes that a common of respondents are fulfilled by the present health actions. The administration could revenue active phases to transform these into highly satisfactory. The rare health actions which stayed dissatisfactory through transportation accommodations, break chamber accommodations and the stint space. The management may concentrate on these areas to growth the fulfillment near of workers towards the health.

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