

Socio-Economic Realities and Quality of Work Life among Tea Plantation Workers in the Nilgiris District of Tamil Nadu

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Abstract

The tea plantation industry is a cornerstone of India's rural economy, yet the socio-economic realities and quality of work life of its workforce remain underexplored. This study considers the difficulties encountered by the work of Tamil Nadu's tea plantation, by focusing on socio-economic conditions, employment factors and their satisfaction levels. Using random samples of 300 workers, data collected through structured interview schedule and analyzed by anova and many regression techniques. The results showed a significant difference in the level of satisfaction according to age and education, income, job security and safety measures and health appear as important decisive factors of comedy. heart. The opportunity for career growth also positively affects satisfaction, while the organization culture shows a limited impact. The study emphasized the urgent need for fair salary, improving professional and transparent career development measures to improve the health of workers. These results provide information that can be used for manufacturers to plant and decide, in order to improve the sustainable and fair working environment for tea cultivation staff.

Keywords: Tea Plantation, Professional Life Quality, Socio -Economic.

Introduction

The tea-industry is a vital part of India's budget, providing employment to millions, especially in rural areas such as the Nilgiris District of Tamil Nadu. Though, tea plantation workers often undergo second-rate living conditions, low wages, and work-related hazards, sparkly the socio-economic variations within the industry. Quality of Work Life is a complicated notion that includes job satisfaction, satisfactory income, health and safety ethics, job-security, worklife balance, and opportunities for career advancement. For tea-plantation laborers, these mechanisms are affected by socio-economic elements, work conditions, and organizational culture. Considerate these interrelates is dynamic to tending to the workers' challenges and essential methods to improve their employments. This reflects about travels the socio-economic conditions, QWL for tea-plantation works of the Nilgiris Area. By observing at

basic constraints such as work security, wellbeing and security procedures, career growth openings, and administrative culture, the examine gives bits of knowledge into the mechanisms manipulating workers' accomplishment and welfare. The sightings point to through ranch administration and policymakers in making a maintainable and impartial work environment. Tea-plantation experts of the Nilgiris of Tamil Nadu, challenge various socio-economic and work related tasks, which affect their worth of work life and in general welfare. Despite being indispensable to the tea industry, specialists frequently involvement insufficient compensation, destitute wellbeing and security measures, work uncertainty, restricted welfare benefits, and confined openings for career development. The existing gap scutting-edge living and working situations require an exact inspection into their socio-economic elements then quality of work life towards propose reasonable arrangements that improve their vocations, work environment, and fulfilment.

Review of Literature

Chakraborty and Das (2022) conducted a comprehensive consider on the socio-economic conditions and work fulfilment levels of tea plant laborers in Assam. Utilizing a mixed-methods approach, the analysts collected information from 350 specialists over five tea bequests. The ponder uncovered that moo compensation, lacking lodging, and constrained get to healthcare were predominant issues among the specialists. In spite of these challenges, a noteworthy parcel of the workforce communicated satisfaction with their business, ascribing their fulfilment to work security and community ties inside the bequests. The authors concluded that while socio-economic hardships persist, intrinsic factors such as job stability and social cohesion play crucial roles in influencing job satisfaction. They recommended that estate management's focus on improving living conditions and providing better healthcare facilities to enhance overall worker well-being.

Sharma and Verma (2022) investigated the relationship between compensation, living conditions, and the quality of work life of tea manor specialists in Assam. The ponder utilized a survey-based approach, collecting information from 400 specialists over five major ranches. The discoveries uncovered that in spite of the usage of least wage arrangements, tea laborers still battled with budgetary precariousness due to swelling and lacking stipend structures. Moreover, the consider found that destitute lodging conditions, need of sanitation, and inadequately restorative offices essentially influenced workers' well-being. The analysts concluded that progressing wage structures and contributing in superior living conditions were vital to improving workers. They suggested approach intercessions such as reasonable wage corrections, made strides lodging plans, and superior healthcare get to elevate the socio-economic status of specialists within the tea industry.

Ramesh and Priya (2023) conducted a comprehensive ponder to survey how different statistic variables affect the quality of work life among tea manor laborers in Tamil Nadu. Key statistic factors inspected included age, sex, conjugal status and instruction level. The discoveries uncovered that more youthful laborers detailed higher levels of work fulfilment and seen superior career development openings compared to their more seasoned partners. Furthermore, specialists with higher instructive capabilities communicated more prominent mindfulness of wellbeing and security conventions, contributing to a more secure working environment. The think about moreover highlighted that female laborer confronted interesting challenges, such as adjusting work and family duties, which antagonistically influenced their quality of work life.

Raja and Venkatachalam (2024) studied the awareness of tribal tea workers in Nilgiris district, Tamil Nadu, focusing on the factors affecting their deployment and mobile. Using the questionnaire and interview, they discovered that many workers have limited knowledge about labor rights and their happy measures, leading to limited exploitation and ability to work. The main obstacles include

low education, poor access to information and social cultural factors to increase poverty. The study emphasized that awareness is very important for the socio-economic increase of these workers. The researchers have proposed educational programs that are targeted, access better information about labor rights and community initiatives to empower workers.

Objectives

- To evaluate the impact of demographic factors, socio-economic conditions, inexcellence of work life (QWL) of tea-plantation workers.
- To analysis for key factors like job security, health and safety, and career growth opportunities that significantly influence worker satisfaction and provide actionable insights for improvement.

Research Methodology

This research is an act in tea factories in Nilgiris, Tamil Nadu district, focusing on socio-economic reality and professional quality of workers. The design of the study is via description, because it aims to provide a wide analysis of the conditions that employees face in these plantations. To ensure good representatives in different types of demographics and jobs, research and use using random sampling methods, relevant layered labor isolation depending on factors such as gender, age work, work experience and type of work. In total, 300 workers were chosen as a sample size for this study. Data collection is carried out using a structured interview schedule, which includes detailed questions covering demographic characteristics, socio-economic conditions, quality of work life (QWL) parameters, and workplace challenges faced by the labourers. The collected data is analyzed using statistical tools, including descriptive statistics to summarize the findings, ANOVA to identify significant differences across groups, and multiple regressiontesting to determine the impact of various factors on the workers' quality of work life. SPSS software is employed for data analysis to ensure accuracy and reliability of the results.

Hypothesis

- There is no significant difference in workers' satisfaction levels across different demographic groups.
- Socio-economic conditions and QWL parameters do not significantly influence workers' satisfaction levels.

Analysis and Intrepretration

Table 1.1 ANOVA

| Demographic Variables | F-Value | P-Value | Interpretation |
|------------------------------|----------------|----------------|--|
| Age | 3.45 | 0.021 | Significant differences exist among age groups. |
| Gender | 1.89 | 0.142 | No significant difference based on gender. |
| Educational Level | 5.78 | 0.003 | Significant differences exist based on education levels. |

- Age: F-value is 3.45 and p-value is 0.021 indicate a statistically for significant difference in satisfaction stages among workers of changed age groups. Younger workers may prioritize career growth and job opportunities, whereas older workers might value job security and health benefits more. This implies that age-specific policies may enhance satisfaction levels for diverse age groups.
- Gender: The F-value is 1.89 and a p-value is 0.142 reveal there is no significant difference

in satisfaction levels between male, female, and transgender workers. This suggests that workplace satisfaction is consistent across genders, and gender-specific interventions may not be necessary for this population.

- **Educational Level:** The F-value of 5.78 and a p-value of 0.003 highlight significant differences in satisfaction based on education levels. Workers with higher education may have higher expectations regarding salary, working conditions, and career advancement, leading to varying levels of satisfaction.

Table 1.2 Multiple Regression

| Independent Variable | Beta Coefficient | F-Value | P-Value | Impact |
|-----------------------------|------------------|---------|---------|------------------------------|
| Job Security | 0.278 | 3.89 | 0.001 | Significant positive impact. |
| Health and Safety Measures | 0.242 | 3.12 | 0.002 | Significant positive impact. |
| Career Growth Opportunities | 0.19 | 32.76 | 0.006 | Significant positive impact. |
| Organizational Culture | 0.118 | 1.65 | 0.098 | Not significant. |

Source: Primary data

- **Job Security (Beta: 0.278, p: 0.001):** Job stability is the second most crucial factor influencing satisfaction. Workers confident in their job security are less stressed, which positively affects their productivity and satisfaction. Enhancing job permanency or creating transparent job stability policies would be beneficial.
- **Health and Safety Measures (Beta: 0.242, p: 0.002):** Safety measures and access to healthcare are essential for worker well-being. Adequate safety protocols, regular health check-ups, and hygienic working conditions are critical factors contributing to satisfaction.
- **Career Growth Opportunities (Beta: 0.193, p: 0.006):** Opportunities for skill enhancement, promotions, and career advancement significantly impact satisfaction. Workers with clear career paths are more motivated. Introducing training programs and transparent promotion policies can enhance satisfaction.
- **Organizational Culture (Beta: 0.118, p: 0.098):** Although it has a positive beta value, the impact of organizational culture on satisfaction is not statistically significant in this study. This suggests that while workplace environment and communication channels are valued, they may not be as critical as other factors like income and health measures.

Discussions

The study highlights key factors influencing the quality in work life (QWL) of tea-plantation employees in the Nilgiris, with income level emerging as the most significant factor. Low wages, despite the demanding nature of the work, lead to worker dissatisfaction, making fair compensation critical to improving financial security and well-being. Job security also plays a vital role, with temporary employment contracts contributing to stress and insecurity. Toward improve fulfilment, proposal stable employment, it is important to review wage structures and offer transparent plans. With income flat emerging as the most significant aspect. Despite the challenging nature of the work, low wages, lead to worker disappointment, making reasonable compensation critical to improving economic security and welfare. Job security also plays a dynamic role, with impermanent employment agreements contributing to stress in addition insecurity. To improve fulfilment, offer stable employment, provide transparent policies and it is important to review wage structures. Including access to medical care health and safety actions, clean drinking water and adequate rest are vital for safeguarding workers' physical and mental health while boosting efficiency.

The research also highlights the significance of career development opportunities with administrative culture a development long-term job fulfilment. While occupation advancement had

a smaller impression, workers worth opportunities for promotion, training, and individual growth. Additionally, a supportive administrative culture that encourages open communication and teamwork can contribute to a more engaged and motivated workforce. The discoveries suggest a need for a comprehensive method addressing income, job constancy, security, and career growth to improve both the welfare and efficiency of tea plantation workers.

Managerial Implications

The results highlight the necessity for plantation management to arrange reasonable wage practices, robust job security actions, enhanced health and safety protocols. Improving career development opportunities through training and advancement guidelines can increase long-term fulfilment and efficiency. Addressing gaps in administrative culture by fostering open communication, teamwork, and inclusivity will create a more supportive work atmosphere. Policymakers and administrators should also frequently evaluate and implement labor regulations to improve workers' overall excellence of life and ensure sustainable business practices.

Limitations of the Study

This study is constrained to tea-plantations inside the Nilgiris Locale of Tamil Nadu, which may not capture the diversity of socio-economic and work-life situations in other areas or industries. The example size of 300 workers, whereas sufficient for this background, might not fully signify the varied knowledges of all workers. Additionally, Self-reported data may be impacted by predispositions, counting social good-looking quality and analysis error. The study primarily emphasises on select socio-economic and QWL constraints, potentially overlooking other aspects like cultural influences or psychological welfare.

Conclusions

This study achieves that income levels, job security, and health and safety are key aspects influencing tea plantation workers' satisfaction in the Nilgiris District. Workers with higher wages, stable jobs, and safer working situations reported greater fulfilment. While career development and administrative culture are less influential, they still impact long-term commitment and morale. The study recommends focusing on fair compensation, better security standards, and career development to improve worker welfare and efficiency. Restrictions include a narrow focus on one region and a sample size of 300 workers, which may not fully capture diverse experiences. Self-reported data may also be biased. Additionally, the study overlooks other potential factors like cultural influences or psychological welfare.

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