

A STUDY ON PERCEPTION OF WOMEN WORKERS ON JOB FACTORS IN MATCH INDUSTRY IN VIRUDHUNAGAR DISTRICT

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Introduction

The match industry plays a vital role in providing ample employment opportunities for the people. The industry produces match box both for domestic consumption and for export. The most of the units are small and medium in size employing nearly 80,000 and above people directly. Another 50,000 people and above are employed indirectly in match connected activities such as paper work, match box, bundling, labeling, box making, transport, sales and distribution in a country wide basis. The growth of the match works industry stems from the adoption at latest technology and the effective utilization of the opportunities of its macro environment. All the raw materials required are indigenously produced. A developing country like India has teeming unemployed millions. Match works can provide gainful employment to the youngsters. The strong entrepreneurial personalized skills of Virudhunagar district contribute to efficient management of negotiations and control of operations letting to the effectiveness quick delivery and quality of products all over the world. The match works industry in Virudhunagar district has emerged as a premier supplier of value added items earning high foreign exchange. Over the past six years there has been a phenomenal change in technology and large numbers of sophisticated computerized machines with full fledged processing units and other machinery required in match works industry have been imported. The yearly additional requirements of skilled and unskilled workers are now estimated to be in the range 10,000 to 25,000 and the supply tells short of the demand. On the other hand the employees at these industries feel that they are adversely affected by unrealistic schedules, unfair wages, extended working times, forced overtime work late arrival of materials for production erratic reshuffling of work schedules, congested work places, low levels of autonomy in their jobs, lack of managerial expertise and provisions to solve their problems etc, which are all closely related to the quality of their job satisfaction.

Statement of the Problem

Match work industry plays a crucial role in the promotion and development of economy. It is one of the explosive industries. The production of match work products are manual one labour is an important factor of production in the match work industry.

Match work industry are mainly employing skilled, semi-skilled and unskilled workmen's those who are neither educationally qualified nor technically experienced. The worker can learn and get knowledge from only by doing the work. It is an unorganized sector. In unorganized sector the role of labour force is vital one. Hence we have to study the job factors in match industries are magnificent one. Job factors such as wages and monetary benefits, Training policy, performance appraisal, factory sanitation and cleanliness, working conditions, facilities and relationship with management. The above job factors playing crucial role in the minds of the employees. Hence an attempt has been made to analyse the perception of women workers an job factors in match industries in virudhunagar district.

Objectives

The following are the specific objectives of the study

- To trace the history and growth of match works industry
- To analyze the attitude of workers towards working conditions in the study area.
- To study the perception of workers on the job factors in match works industry.
- To offer suitable suggestion on basis of findings of the study area.

Methodology

The primary data were collected directly from the respondents through a well set pre-tested interview schedule in the study area. The data were collected from both the employees of the match work units and match works in the study area. The secondary data were collected mainly from the publications of the inspector of factories. Apparel Exporting and Promotion Council of India and the Director of Foreign Trade and from the Government of India's official web sites.

Sampling Method

The workers are more in the match industries. Hence the sample of 402 respondents has been selected through convenient sampling technique.

Statistical Tools

The researcher has used the following statistical tools

- Percentages
- Cronbach's Alpha Test
- Student 't' Test

Demographic Factors

Demographic factors are influencing the behavior of an individual. The purchasing pattern and ability differ according to the demographic factors of the respondents. The study has examined the age, sex, educational status, qualification, occupation and

income of the family of the informants. Table 1 gives the details about the Demographic factors of the respondents.

Table 1 Demographic factors of the Respondents

S. No	Age	No. of Respondents	Percentage
1.	18 - 28 years	191	47.51
2.	28 - 38 years	116	28.86
3.	38 - 48 years	69	17.16
4.	Above 48 years	26	6.47
	Total	402	100
S. No	Marital Status	No. of Respondents	Percentage
1.	Married	222	55.22
2.	Unmarried	141	35.07
3.	Widow	36	8.96
4.	Divorce	3	0.75
	Total	402	100
S. No	Educational Qualification	No. of Respondents	Percentage
1.	Upto primary level	123	30.60
2.	Middle school level	143	35.57
3.	Hr.sec.level	111	27.61
4.	Degree and above	25	6.22
	Total	402	100

Source: Primary Data

Table 1 shows that out of 402 respondents 50 per cent of the respondents in the age group of 18-28 years, and most of them are married, illiterate in study area.

Productive Work

It is also noted that these who completed higher secondary or graduation are working as staff also the productive worker's can also be segregated as per the type of work. It is shown in the following Table 2.

Table 2 Productive Work

S. No	Productive Work	No. of. Respondents	Percentage
1.	Inner and outer box making	67	20.15
2.	Label and bund role pasting	25	6.22
3.	Chemical dipping	48	11.94
4.	Frame filling	81	20.15
5.	Box filling	95	23.62
6.	Bundle packing	28	6.97
7.	Wax coating	58	14.43
	Total	402	100

Source: Primary Data

It is clear from the above Table 2 that out of 402 respondents, 95 respondent works in the box filling section, 25 respondents work in the label section , 67 respondent engages in inner box making section and outbox makings section and 81 respondent works in frame and bundling work and 58 respondent works in wax coating. The above Table 3 makes it clear that most (23.62 %) of the sample force engages in box filling section.

Nature of Living Accommodation

The living conditions of the sample respondents are depicted in following Table 3

Table 3 Nature of Living Accommodation

S. No	Accommodation	No. of. Respondents	Percentage
1.	Own - house	246	61.19
2.	Rental house	109	27.12
3.	Quarters	47	11.69
	Total	402	100

Source: Primary Data

The above Table 3 unfold that 246 workers live in own house and the remaining 109 workers live in rental house and remaining 47 workers live in Quarters. The majority (61.19 %) of the workers live in the Own house.

Canteen Facilities

In general workers need good quality food. All the factories provide canteen facilities to the workers at subsidized rate the opinion of the workers relating to canteen facilities provided by the concern are narrated in Table 4

Table 4 Canteen Facilities

S. No	Canteen Facility	No. of. Respondents	Percentage
1.	Yes	180	44.78
2.	No Opinion	117	29.10
3.	No	105	26.12
	Total	402	100

Source: Primary Data about the natural light in the Table 5

The above Table 4 it is clear that out of 402 workers, 180 workers enjoy canteen facilities and the remaining 117 workers no opinion and 105 workers not enjoy canteen facilities in the match units. It is inferred from the above Table 4 reveals that majority (44.78 %) of workers enjoy canteen facilities.

Lighting Facilities

Light is yet another important as part of working environment. The natural lighting may be derived from the side window.

Table 5 Lighting Facilities

S. No	Lighting Facilities	No. of Respondents	Percentage
1.	Good	282	70.15
2.	Not Good	120	29.85
	Total	402	100

Source: Primary Data

The above Table 5 highlights the fact that 282 respondents feel that lighting facility is good and the remaining 120 respondents opine that lighting facility is not good. It is inferred from the above Table 5 that majority (70.15 %) of the respondents feel that lighting facility is good.

Rest Room Facilities

As per the Factories Act 1948, the maintenance of the rest shelter becomes obligatory for every factory where in more than 50 workers are employed. The opinion about rest room facilities provided in Table 6

Table 6 Rest Room Facilities

S. No	Rest room Facility	No. of Respondents	Percentage
1.	Provided	333	82.84
2.	Not Provided	69	17.16
	Total	402	100

Source: Primary Data

The Table 6 reveals that out of 402 respondents, 333 respondents enjoy rest room facilities and the remaining 69 respondents not enjoy rest room facilities in the study area. It is inferred that majority (82.84 %) of the respondents not enjoy rest room facilities.

Drinking Water Facilities

Drinking water facilities are available in all the sample units. Water is supplied through taps, pots and drums. This information is reflected in the following Table 7

Table 7 Drinking Water Facilities

S. No	Water Facilities	No. of Respondents	Percentage
1.	Yes	328	81.59
2.	No	74	18.41
	Total	402	100

Source: Primary Data

It is clear from the above Table 7 that 328 respondents opine that drinking water facility is good, 74 workers opined that drinking water facility is poor in study area. It is inferred that majority (81.59 %) of the workers opine that drinking water facility is good.

Period of Services

The period of services of the workers is very important because the experienced workers can understand most of their benefits and they are able to give concrete opinion regarding the benefits available in the company. It is depicted in the following Table 8

Table 8 Periods of Services

S. No	Period of Service	No. of Respondents	Percentage
1.	Below 5 years	181	45.02
2.	5-10 years	142	35.32
3.	10-15 years	43	10.70
4.	15-20 years	36	8.96
	Total	402	100

Source: Primary Data

From the above Table 7, it is clear that out of 402 respondents, 181 workers has gained Below 5years , 142 workers has experienced 5-10 years and the remaining 43 workers has gained 10-15 years of experience in the respective field and remaining 36 workers has gained more than 15years of experience in the respective field. It is clear that majority (45.02%) of the workers has gained below 5 years of experience.

Opinion about Working Condition

The feeling of the sample force about the nature of the work are portrayed in the following Table 8.

Table 8 Opinion about Working Condition

S. No	Working Condition	No. of. Respondents	Percentage
1.	Good	296	73.63
2.	Not Good	106	26.37
	Total	402	100

Source: Primary Data

It is clear from the above Table 8, that out 402 respondents, 296 respondents opinion that working condition is good and remaining 106 respondents opinion that working condition is not good. The above Table 8 makes it clear that majority (73.63 %) of the workers opine that working condition is good.

Precautionary Measures

The opinion about precautionary measures displayed in the following Table 9

Table 9 Precautionary Measures

S. No	Precautionary Measure	No. of. Respondents	Percentage
1.	Yes	265	65.92
2.	No	137	34.08
	Total	402	100

Source: Primary Data

From the above Table 9, it reveals that out of 402 respondents, 265 respondents feel that precautionary measure is good, 137 respondents opine that precautionary measure is Poor. It is inferred that majority (65.92 %) of the respondents feel that precautionary measure is good.

Safety Measures

The risk at fire and explosion is ever present in the match industry besides hazards due to the inoculation of dust and fumes. The risk is greater where materials and boxes are manually handled. All possible source of ignition and friction should be eliminated the opinion about the safety measures to the following Table 10

Table 10 Safety Measures Facilities

S. No	Safety Measures	No. of. Respondents	Percentage
1.	Good	202	50.25
2.	Normal	180	44.78
3.	Poor	20	4.97
	Total	402	100

Source: Primary Data

From the above Table 10, it is clear that out of 402 respondents, 202 respondents have opined that safety measures is Good, 180 workers have opined that safety measures is Normal and remaining 20 workers have opined that safety measures is Poor. It is inferred that majority (50.25%) of the respondents have opined that safety measures is Normal in the study area.

Period of Payment Wages

The categories of the wages may be weekly, monthly, fortnightly. It is shown in the following Table 17

Table 11 Period of Payment Wages

S. No	Payment of wages	No. of. Respondents	Percentage
1.	Weekly	250	62.19
2.	Fortnightly	91	22.64
3.	Monthly	61	15.17
	Total	402	100

Source: Primary Data

The above Table 11 highlights the fact that out of 402 respondents, 250 of the respondents has received wages as weekly basis, 91 of respondents have received wages as fortnightly, 61 respondents have received wages as monthly once. It is clearly understood that, majority (62.19 %) of the respondents have received wages as weekly basis.

Opinion about Wages

Match factory are covered by the Minimum Wages Act 1948. Wage payment to the workers is presented in the following Table 12

Table 12 Opinion about Wages

S. No	Opinion of Wages	No. of. Respondents	Percentage
1.	Highly Satisfied	86	21.39
2.	Satisfied	223	55.48
3.	Dissatisfied	93	23.13
	Total	402	100

Source: Primary Data

From the above Table 12, it is clear that out of 402 respondents, 223 respondents have satisfied about the present wage payment system, 86 respondents have highly satisfied about the present wage payment system and the remaining 93 respondents have dissatisfied about the present wage payment system.

It is inferred from the above Table 12 that, majority (55.48 %) of the respondents have satisfied about the present wage payment system.

Opinion about Bonus

Bonus is something to the good, especially extra dividend to the shareholders of the company, distribution of the precocity to insurance policy holders or gratuity to workmen beyond their wage payment. It is shown in the following Table 13

Table13 Opinion about Bonus

S. No	Bonus	No. of. Respondents	Percentage
1.	Yes	358	89.05
2.	No	44	10.95
	Total	402	100

Source: Primary Data

It is inferred from the above Table 13, that out of 402 respondents, 358 respondents has satisfied about the bonus system, and the remaining 44 respondents has dissatisfied about the bonus system.

It is understood that, majority (89.05 %) of the respondents has satisfied about the bonus system.

Opinion and Level of Satisfaction with the Job Factor in Match Industries

Job factors such as training policy, wage policy, performance appraisal, welfare facility, and provident fund, redressal of employee's grievances, job security, and safety measures are significant to the production of matches.

Table 14 Opinion and Level of Satisfaction with the Job Factor in Match Industries

Sl. No.	Opinion and Level of Satisfaction	SA	A	N	DA	SDA
1.	Training policy	150 (37.31)	181 (45.02)	62 (15.42)	7 (1.74)	2 (0.50)
2.	Wage policy(increment)	20 (4.98)	203 (50.50)	148 (36.82)	24 (5.97)	7 (1.74)
3.	Performance appraisal	32 (7.96)	151 (37.56)	137 (34.08)	70 (17.41)	12 (2.99)
4.	Welfare facilities	20 (4.98)	109 (27.11)	147 (36.57)	95 (23.63)	31 (7.71)
5.	Provision for special benefits	37 (9.20)	130 (32.34)	122 (30.35)	72 (17.91)	41 (10.20)
6.	Provident fund	25 (6.22)	132 (32.84)	131 (32.59)	86 (21.39)	28 (6.97)
7.	Redressal of employee's grievances	36 (8.96)	145 (36.07)	128 (31.84)	74 (18.41)	19 (4.73)
8.	Job security	28 (6.97)	130 (32.34)	143 (35.57)	56 (13.93)	45 (11.19)
9.	Well organised work place	35 (8.71)	257 (63.93)	94 (23.38)	13 (3.23)	3 (0.75)
10.	Safety measures	31 (7.71)	171 (42.54)	180 (44.78)	19 (4.73)	1 (0.25)

Source: Primary Data. Note: Figures in brackets indicates percentage to total.

Opinion and their Level Satisfaction with the Job Factor in Match Industries

The Cronbach's Alpha test has been applied whether the K.S. Test used to analyse opinion and their level of satisfaction with the job factor in match industries is reliable or not. The result of Cronbach's Alpha test has been shown in Table.

Table 15 Reliability Statistics for the Opinion and their Level of Satisfaction with the Job Factor in Match Industries

Particulars	Cronbach's Alpha Score
Opinion and their Level of Satisfaction with the job factors in match industries	0.702

Source: Primary Data.

Table 15 shows that the calculated value of Cronbach's Alpha score for the opinion about the women workers with regard to sanitation facilities and cleanness in match industries is more than 0.7. Therefore, it is concluded that the opinion about the could be relied upon.

Student 'T' Test

't' - test is based on 't' - distribution and is considered an appropriate test for judging the significance of a sample mean or for judging the significant difference between

the means of two samples in case of small samples when population variance is not known. In case two samples are related, we use paired 't' test for judging the significance of the means of difference between two related samples. It can also be used for judging the significance of the co-efficients of simple and partial correlations. The relevant test statistic, 't', is calculated from the sample data and then compared with its probable value based on 't' - distribution at a specified level of significance for concerning degrees of freedom for accepting or rejecting the null hypothesis. It may be noted that 't' test applies only in the case of small samples when population variance is unknown. For the purpose of effective research, the researcher has framed and tested the hypothesis that "the favourable opinion of women workers and the unfavourable opinion of women workers with regard to satisfaction with the job factor in match industries". To test the above hypothesis, the researcher has used t-test. The five variances are grouped into two variances. One variance consists of favourable opinion and another variance consists of unfavourable opinion. Highly Satisfied and Satisfied come under the heading favourable opinion, Dissatisfied and Highly Dissatisfied come under the heading unfavourable opinion. Table shows the calculation of 't' test statistics.

Table 16 Level of Opinion and Satisfaction with the Job Factor in Match Industries - 't' Test

Sl. No.	Opinion	Favourable Opinion (1)	Unfavourable Opinion (2)	2 - 1 d	d ²
1.	Training policy	481	11	-470	220900
2.	Wage policy(increment)	243	38	-205	42025
3.	Performance appraisal	215	94	-121	14641
4.	Welfare facilities	149	157	8	64
5.	Provision for special benefits	204	154	-50	2500
6.	Provident fund	182	142	-40	1600
7.	Redressal of employee's grievances	217	112	-105	11025
8	Job security	186	146	-40	1600
9.	Well organised work place	327	19	-308	94864
10.	Safety measures	233	25	-208	43264
				$\Sigma d = -1452$	$\Sigma d^2 = 2108304$

Source: Computed Primary Data.

$$t = \frac{\bar{d}\sqrt{n}}{S}$$

$$\bar{d} = \frac{\Sigma d}{N} = \frac{-1452}{10} = -145.2$$

$$S = \sqrt{\frac{\Sigma d^2 - n(\bar{d})^2}{n-1}} = \sqrt{\frac{2108304 - 10(-145.2)^2}{10-1}}$$

$$= \sqrt{\frac{2108304 - 10 \times 21083.04}{9}} = \sqrt{\frac{2108304 - 210830.4}{9}}$$

$$= \sqrt{\frac{1897473.6}{9}} = \sqrt{210830.4}$$

$$S = 459.16$$

$$t = \frac{145.2\sqrt{10}}{459.16} = \frac{145.2 \times 3.16}{459.16} = \frac{458.16}{459.16}$$

$$t = 0.998$$

Table value 't' 0.05 = 1.761

The calculated value of "t" test (0.998) is more than the table value at 0.05 per cent level of significance, the null hypothesis is rejected. Therefore, in the hypothesis, the favourable opinion of customers and the unfavourable opinion and satisfaction of women workers with the job factors in match industries in Virudhunagar District differ significantly.

Suggestions

The detailed analysis of job satisfaction of workers in the match units has made the researcher to offering the following suggestions for the betterment of the match units.

- Depending upon the number of employees, rest room with adequate facilities should be organized. The employees can make use of rest room when they feel sick. The rest room should be used only for the employees and not for business purpose.
- With the reference to drinking water, lighting, canteen it should be made available to them at the work place itself.
- The working place should not be congested and it should be arranged in a way that the workers feel free to work with.
- With regard to the safety measures, good housekeeping, maintenance of emergency Gate way, provision of alarm, fire resistance and training in using them are necessary to minimize the risks.

- Also the wages can be increased to help the workers to improve their standard of living.
- Periodical wage revision must also be undertaken by the employer so as to improve the employee's morale towards the organization.
- Most of the respondents give favorable opinion with job factors

Conclusion

Overall inference drawn from the study is that the job factors, opinion of the women workers, regarding relationship with the management and others, level of satisfaction with the job factors, are normal in the study area. Hence the study unit should give much more significant to those factors for the betterment of the study area. It also find that the majority of the employees have opined positively about productivity work, nature of living, accommodation, canteen facilities, lighting facilities., rest room facilities, drinking water facilities, period of service, working conditions, safety measures, opinion about wages and so on.

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