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**A STUDY ON THE ORGANISATIONAL CLIMATE OF SRI
VASUDEVA TEXTILES LTD., COIMBATORE.**

By

K.S.PRATHAPRAJ
Reg.No: 71205631039

of

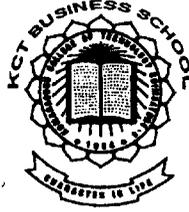
Department of management studies
Kumaraguru College of Technology
Coimbatore

A PROJECT REPORT
Submitted to the

FACULTY OF MANAGEMENT SCIENCES

In partial fulfillment of the requirement
for the award of the degree
of
MASTER OF BUSINESS ADMINISTRATION

June, 2007



DEPARTMENT OF MANAGEMENT STUDIES
KUMARAGURU COLLEGE OF TECHNOLOGY
COIMBATORE

BONAFIDE CERTIFICATE

Certified that this project titled '*A STUDY ON THE ORGANISATIONAL CLIMATE OF SRI VASUDEVA TEXTILES LTD., COIMBATORE*' is the bonafide work of Mr. **K.S.PRATHAPRAJ (71205631039)** who carried out this research under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.


.....11/6/07

Faculty Guide


.....

Director

Evaluated and viva-voce conducted on.....03/07/2007.....



Examiner I


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Examiner II

DECLARATION

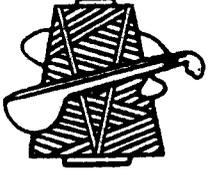
I, hereby declare that this project report entitled as “*A STUDY ON THE ORGANISATIONAL CLIMATE OF SRI VASUDEVA TEXTILES LIMITED*”, Coimbatore has been undertaken for academic purpose submitted to Anna University in partial fulfillment of requirements for the award of the degree of Master of Business Administration. The project report is the record of the original work done by me under the guidance of Dr. B.Subramani during the academic year 2006 – 2007.

I also declare hereby, that the information given in this report is correct to the best of my knowledge and belief.

Place : Coimbatore


(K.S.Prathapraj)

Date : 01/06/2007



SRI VASUDEVA TEXTILES LIMITED

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PROJECT COMPLETION CERTIFICATE

This is to certify that Mr. K.S.PRATHAPRAJ (Reg.No.71205631039) a student of KCT Business School, Kumaraguru College of Technology, had undergone a Project between 18.01.2007 (date of Joining) and 21.04.2007 (date of Leaving) entitled A study on the organisational climate of Sri Vasudeva Textiles Limited., Coimbatore.

During the tenure his/her performance was **Very Good** / Good / Average / Poor.

Name and Designation

Of Organisational Guide: E.N.Sivasamy
Managing Director

Signature of the
Organisational Guide

For SRI VASUDEVA TEXTILES LTD.

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EXECUTIVE SUMMARY

Organizational Climate is a very important factor that every industry should consider for better functioning and efficient performance of their work force. It emphasizes on providing the employees with a good healthy environment. It is an indicator of whether beliefs and expectations of employees are being fulfilled.

This project work entitled “A STUDY ON THE ORGANISATIONAL CLIMATE” is done in “SRI VASUDEVA TEXTILES LIMITED” near Coimbatore. This mill is a large scale unit comprising of 20000 spindles. About 160 staffs and workers were working in the organization. The project is undertaken to study the organizational climate of the employees.

The pilot survey was done by taking 12 samples. Survey on 100 staff and workers was done and the necessary data was collected by distributing questionnaires among them. Analysis of the data is done by using descriptive analysis, weighted average score analysis, chi square test and rank correlation.

The study helps to know the satisfaction level of the staff and workers and their expectations about the welfare measures and policies offered. The opinion of staffs and workers were collected and analyzed. Based on the findings suitable suggestions and conclusion were given.

ACKNOWLEDGEMENT

I would like to thank **Prof. K.Arumugam**, Correspondent, for his guidance and encouragement to complete my project work.

I express my profound gratitude to all those who have helped me in the preparation of this project work. I extend my hearty thanks to the Principal **Prof. Joseph V. Thanikal**, for his guidance and encouragement to complete my project work.

I would like to thank **Dr.S.Ganesan**, Director, KCT Business School, for giving encouragement to complete the project work.

I am highly indebted to my guide **Dr.B.Subramani**, MBA, FDPM(IIM-A), PhD., Senior Lecturer, KCT Business School, who evinced keen interest and spending his valuable time and providing guidance that has resulted in the present form.

I extend my hearty thanks to **Shri E.N.Sivasamy**, Managing Director, Sri Vasudeva Textiles Ltd, for granting me permission to do the project work in their esteemed concern.

Finally, I thank my friends and parents for their continuous support and encouragement without which the project could not have been a success.

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CHAPTER I

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

The study is about the human resource responses in an existing organizational climate of Sri Vasudeva Textiles Ltd., Coimbatore. The study focuses to find the factors that the employees feel are not properly provided by the management. It also gives the beneficial advantages provided by the organization to the employees.

The study is based on the welfare measures offered by Sri Vasudeva Textiles to its employees. The welfare measures that has been taken for study includes Canteen facilities, housing facilities, medical facilities, Training programmes, bonus, counseling programmes, stress management programmes, rewards, transport facilities, drinking water facilities, pollution control, safety polices and etc.,

The study is purely based on the opinion collected from 100 employees in the firm and the study is relevant only to Sri Vasudeva Textiles Ltd., The means of data collection used for this study is Questionnaire distribution. The study gives an idea about the satisfaction level of the employees and what are all the expectations of the employees that need to be addressed.

1.2 REVIEW OF LITERATURE

According to Bowditch and Buono Organizational Climate is an indicator of whether beliefs and expectations of employees are being fulfilled. It reflects a person's perception of the organization to which he belongs. It is a set of characteristics and factors that are perceived by the employees about their organization. The factors include job descriptions, organizational structure, format, performance, challenges, organizational values, culture, and so on (JIT S Chandan "Organisational Behavior").

Organizational climate is classified into two major factors. The overt factors include structure of hierarchy, goals and objectives, performance standards, and evaluations, skills and abilities of the personnel, and technological state. The covert factors include attitudes, feelings, values, norms, interaction, satisfaction, and supportiveness (Richard M Hodgetts "Organizational Behavior").

The objective of performing an employee climate assessment is to identify the key areas which are hindering production, reducing effectiveness, and which might incur unexpected costs in the near future (Reichers and Schneider "Organizational culture and climate").

The two important approaches to the organizational climate are the cognitive schema approach and the shared perception approach. The first one regards the concept of climate as an individual perception and cognitive representation of the work environment. The second approach emphasizes the importance of shared perceptions as underpinning the notion of the climate (www.google.com).

1.3 OBJECTIVES OF THE STUDY

The main objectives of the study are,

- To determine the socio-economic characteristics of the respondents
- To study the existing welfare measures offered by the company
- To analyze the perception among the employees on certain selected welfare measures offered by the company.
- To offer suggestions to the organization based on the findings of the study.

1.4 SCOPE OF THE STUDY

The study on organizational climate provides an attempt to know the extent of Satisfaction of the employees towards the various welfare measures and policies offered by Sri Vasudeva Textiles Ltd, Coimbatore.

This study helps the management to understand the needs and wants of the employees. It can help the management to rectify its weakness. The study also helps the employees to reveal what actually is involved in and around their working setting. It helps them to point out the areas where the organization needs to improve in order to increase the overall productivity of the organization.

1.5 RESEARCH METHODOLOGY

Research can be defined as a systematic and purposive investigation of facts with an object determining cause and effect relationship among such facts. Research Methodology is a way to systematically solve the research problem. It is the sciences of studying how a research is done. The researcher has explained the methods and steps adopted for achieving the purpose of the study and to arrive at a meaningful conclusion.

Research Design

Research design can be defined as the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance in research purpose with economy in procedure. It constitutes the blue print for the collection, measurement and analysis of data.

The project work was based on descriptive study. Descriptive research is description of the state of affairs, as it exists at present. The main characteristics of this method are that the researcher has to control over variables.

Data Collection

The primary data is collected for the study. Questionnaire method is used to receive the information from the respondents.

Sampling Design

A sampling design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure the research would adopt in selecting item for the sample.

Sampling Unit

Sampling unit number in Sri Vasudeva textiles limited is 160 staffs and workers

Sampling Size

The sampling size was 100 respondents.

Sampling Method

Simple random sampling method was adopted for collecting the data from the respondents.

Tools for Analysis

Descriptive analysis method

Average score analysis method

Rank correlation

Chi-square test

1.6 LIMITATIONS OF THE STUDY

- ✓ The study is limited only to Sri Vasudeva Textiles Ltd , Coimbatore
- ✓ The findings of the study is applicable only to Sri Vasudeva Textiles Ltd and similar type of mills and it cannot be generalized
- ✓ The study period is restricted to 3 months only
- ✓ The sample size is restricted to only 100 Samples.

1.7 SCHEME OF CHAPTER

CHAPTER I deals with introduction of the study, Background of the study, Review of literature, Objectives of the study, Scope of the study, Research Methodology and Limitations of the study.

CHAPTER II gives an idea about the spinning mill and profile of Sri Vasudeva Textiles.

CHAPTER III deals about the macro micro analysis of the textile industry and its contribution to our economy.

CHAPTER IV comprises of the data analysis and interpretation part for the study it furnishes all the details about the various statistical tools used.

CHAPTER V gives an idea about the findings, suggestion and conclusion of the study followed by annexure and bibliography.

CHAPTER II
COMPANY PROFILE

COMPANY PROFILE – SRI VASUDEVA TEXTILES LTD, COIMBATORE

Sri Vasudeva textiles limited is registered under the companies act 1956. It is situated in Ganesapuram. Established in the year 1990. The company produces yarn and it has four branches.

The country had set itself the task of propriety through acculturates industrial growth. In keeping these national objectives in mind Shri E.N.Ramasamy, well-known entrepreneur and industrialist established Vasudeva textiles limited in the year 1990.

Vasudeva textiles limited commenced production in the year 1991 with the promoter's funds. In the year 1996-97 and 1997-98, Vasudeva textiles embarked upon two emphasis schemes to increase the capacity with financial assistance by way of term loans and deferred payment guarantee facility from company's bankers.

The increase of capacity in 1997-98 in SIPCOT Ltd assisted the company in way of term loans. In 1998-99 Vasudeva textiles limited again approached SIPCOT for equipment refinance scheme to purchase machines and enhance the production.

The up to date modernization of production plans is enabling the company to penetrate into new horizons in the international market.

FEATURES

Yarn counts product

The concern produces 30s-40s count carded hosiery 100% siro cleared combed Autoconed yarn which suits international market with neat export quality.

Installed capacity of the group

125000 spindles and 1728 rotors.

Domestic Market

Tirupur, Erode, Somanur, Karur, Chennimalai. Mumbai and Kolkata.

International Market

Bangladesh, Canada, Germany, Hong Kong, Italy, Japan, Manila, Malaysia, Philippines, Russia, South Korea, Sri Lanka, Taiwan, and Turkey.

PERSONNEL DEPARTMENT

The personnel department appoints the workers and staffs. The personnel manager is responsible for recruiting and selecting the persons. This department conducts the various tests. They measure the ability and skills of the candidates. They change the workers based on the work turnover.

Time Office:

In the time office, officers maintain the workers attendance, register, and shift register etc., the shift cards are issued to the workers. There are 3 shifts that are routine. The First shift duration is from 7am to 3pm. Second shift duration is from 3pm to 11pm. Third shift duration is from 11pm to 7am.

The bonus is given to workers for 16.66%. The wage for a day is Rs 70 and it is paid once in 15 days. There is no rest hour as there is rotation of works. The holidays given to them are based on rotation that is 15 days. The company holidays include the national and festival holidays for staffs and workers.

They provide compensation of 11% during the accidental period of workers. No trade unions are there in the company. Every department in charge must submit the attendance before the production commences. All the workers should wear special uniforms while working.

PRODUCTION DEPARTMENT

In a spinning mill raw materials like cotton, polyester, viscose are processed individually or in blended form. Normally the yarn is produced for the consumption either for the weaving requirement or for knitting requirement. Special types of yarns are produced for exclusive use in industrial applications like filters tyre cords, hoses etc.

Mixing

The different variety of cotton were mixed as per the count requirements. The bale form is converted into loose cotton. The Blendomat role over the cotton mixes and sucks the larger coarser impurities. It is then passed on to Blow room line.

Blow Room

The Blow Room line removes the weak fibers and other impurities that escape the mixing process. A contamination picker reduces the contamination level in the cotton mix. This is then proceeds into the Carding process.

Carding

The purpose of carding is fiber individualization. The lap form feed is converted into sliver lap form. Trash and short fibers were removed. This is achieved by feeding the lap sheet canal converting the fibers into form of rope collected in canes. This form is called sliver. There were 22 carding machines in operation in the unit.

Drawing

The carded Sliver is passed through two passage of frame and then fed into simplex. The purpose of Drawing is doubling the slivers and drafting the same into one sliver with standard unit length and weight. It helps in maintaining the uniformity.

Simplex

The purpose of this process is to convert the sliver into Rove form. It is nothing but gently twisting the sliver form. Here the level of twist is 1.2 TPI Totally 10 latest Simplex machines were used in the unit to perform the above operations.

Ring Spinning

The Roving form is fed into the Ring frames where the roves were spun as per the count requirements. The yarn corresponding to the respective count is obtained. It is wound on a package called Ring Cops. There are 10 long and 27 Short frames deployed in the department.

Cone Winding

The yarn is then fed into a cone winding machine. It cuts the yarn uniformly and wounds them on cones. Each cone is then packed properly as per the standard weight using palette

PURCHASE DEPARTMENT

The purchase manager is incharge for the purchase of raw materials. The company purchase raw materials for processing and spares for maintain the assets. The purchases are held under two heads namely

1. Cotton purchase
2. Stores purchase

Cotton is the raw material for processing in textiles that is highly differs by monsoon conditions. During the time of purchase, the cotton manager receives samples from brokers and agents. The samples are sent to QC dept to undergo various tests which includes,

1. The length of the fiber
2. Fineness of cotton
3. Trash contents
4. Color of the cotton.

After the testing process, the purchase manager consults the managing director and purchases the cotton from agents and brokers through contract. Since, the MD has over 40 years of experience in textile field, he personally involve in purchase of the cotton to check the price and quality.

Purchase of raw materials

The purchase policy is determined according to demand and supply of goods. The work of production starts when the purchase of raw materials takes place. These purchased materials are taken to the stores department. The purchase requisition slip is prepared by the purchase department to receive the material from stores dept. They purchase cotton from Cotton Corporation of India (CCI).

SALES DEPARTMENT

Company producing various types of yarn according to the needs and wants of consumers. The major part of sales are being made through own depots and commission agents quality sold vise per basis and volume basis according to contract and people dealing in this line business. The businessman, who does not know the knowledge of marketing, selects commission agents to market their products. The price will motivate the sales and they sell quality goods at a better price. The yarn prices are mostly controlled by the market conditions. Like demand, supply, government policy, export market, etc.,

Sales force should act as order:

The sales department is involved in selling the industrial goods to the industrial buyers. They do not have any advertising campaign because the finished goods are sold to the companies who manufacture clothes.

The finished goods are packed in small bundles and the small bundles are combined together and make as a big bundle and sold in the market. Mainly they are sold in foreign market.

Export Market

The finished goods are exported to other countries. But the finished goods should be of standard quality as it goes for export market. Mostly, the goods are exported to the countries like Bangladesh, Canada, Germany, Hong Kong, Italy, Japan, Manila, Malaysia, Philippines,

Local Market

It includes Tirupur, Erode, Karur, Somanur, Ichalakaranji, Mumbai and Kolkata.

QUALITY CONTROL DEPARTMENT

Quality control officer is in charge of quality control department. The main function of QC is to check the quality of yarn. Cotton is purchased and the reports about the quality are submitted to cotton manager. In this section the machines are used for testing the quality of yarn at the end and also during production process. The results of the tested yarn are submitted to QC spinning master and then to GM. If the quality of the yarn is found inferior, the production dept gets necessary ideas to improve. The important qualities that are determined by the machines are:

Length:

Digital Fibro graph is used to find stable length of the cotton. A machine Fibro sampler is used in order to comb the cotton.

Strength:

Stellometer is used to find the strength of the cotton. It is measured in g/tex.

Fineness

State Micronaire is used to test the fineness of the cotton. Using the above results fibre maturity, uniformity ratio, fibre quality index, and count strength is obtained by applying formula.

ACCOUNTS & FINANCE MANAGEMENT SYSTEM

An accounts manager is in charge for the accounts department. The accounts are computerized and are managed by LAN connection. Double entry system is maintained in this concern.

1. Main cash book:

All transactions relating to cash receipts and cash payments are recorded in this book.

2. Petty cash book:

Routine expenses and payments are recorded

3. Bank Journal:

Two separate bank journals for Catholic Syrian bank and State bank of India are maintained. Each journal contains columns for recording i) collections from cotton dealers ii) payments to creditors for stores iii) payments to creditors for services iv) to account for the bank charges levied or incurred.

4. Purchase journal-stores:

Accounts the purchase of all stores materials.

5. Purchase journal-services:

Accounts the expense for various maintenance services received.

6. Purchase journal-others:

Accounts the purchase of capital equipments, capital assets etc.,

7. Sales journal

Records the sales of the item.

8. General journal:

All other repetitive & recurring transactions other than those recorded in the books of prime entries are entered in the general ledger.

Ledger:

General ledger is maintained to record all the above-maintained accounts. Creditor's ledger and Debtor ledger is maintained in territorial wise. The purchase of cotton was also made at credit and sales of yarn are also credit.

The stores department also maintains a separate ledger to make entry regarding entering of goods and outgoing of goods. Credit purchase of raw materials, payments made and discount allowed and interest charged by the creditors are recorded in the creditor's ledger. The debtors' ledger maintains the sales made, payments made and discounts received are all maintained separately.

FINANCE MANAGEMENT SYSTEM

1. Cash Transactions:

Cash is used to meet the various daily expenses of the business. The details of such expenses are obtained from the finance dept and are recorded in the cash payment. Vouchers by the accounts officer with proper supporting documents

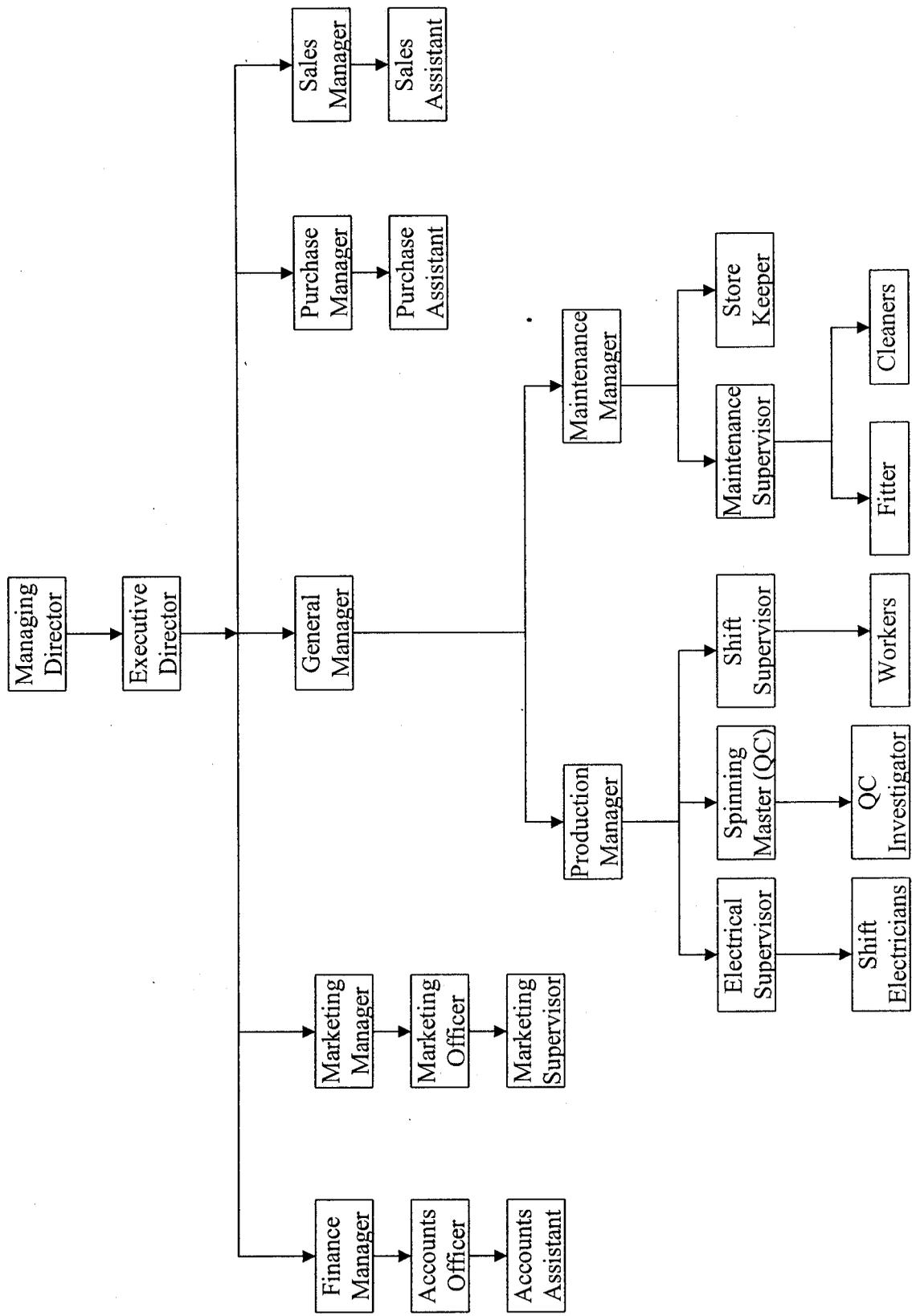
2. Bank Transactions:

The payment of various creditors of the company is made through banks. The payments may be in the form of cheque, bill and promissory note. Apart from payments, the company also receives receipt of sales in the form of cheque and other instruments which are encashed in the bank or deposited in the company's accounts.

These transactions are properly entered in the company's book and periodically checked with banks by the help of BRS (Bank Reconciliation Statement)

3. Purchase Transactions

These transactions include Cotton purchase transactions and Stores purchase transactions.



CHAPTER III

MACRO MICRO ANALYSIS

MACRO-MICRO ANALYSIS

The Indian industry as a whole is growing through one of its most buoyant phases, with growth rate going up from 5.8% in 2002-03 to 7% in 2003-04 and 8% in 2004-05. The textile sector has contributed significantly to this growth. The Textile sector is one of the leading sectors with an 18.2% growth in 2004-05. Cotton textiles also posted a 7.7% growth both achieving the highest growth rate in five years.

The developed countries have in the past been sourcing majority of their requirements from China. But due to various reasons, the outlook towards India has changed and more large volume buyers from US and EU have started looking at India as a viable alternative source for supplies.

The textile economy requires to grow at the rate of 14% for India to achieve an economic growth rate of 8.5% annually. Government of India has also set an ambitious export target of US \$50 billion for the sector by the year 2010 against the current annual exports of over US \$17 billion.

Exports of All commodities vis-à-vis Textiles / Clothing

Year	All Commodities (In US \$ Million)	Textiles & Clothing	% Share
2002-2003	52370.00	12444.94	23.76
2003-2004	63622.50	13532.04	21.27
2004-2005	83501.56	14020.95	16.79

EXPORTS OF TEXTILES AND CLOTHING

Value US\$ Million

Sector	2004-2005	2005-2006	Growth (%)
Readymade Garments	6558.67	8200.08	25.03
Cotton Textiles	3792.81	4865.87	28.29
MMF Textiles	1961.92	2152.70	9.72
Others	1977.55	2666.22	43.82
Total	14020.95	17884.87	27.56

Source: Business Line, 19th September 2006

Exports in the year 2005-06 have registered a commendable growth of 27.56% over 2004-05. Current growth is mainly driven by sharp increase in exports of cotton textile products and apparel (by more than 28% and 25% respectively). In the coming years too, similar trend is expected to continue with growth coming from garments and home textiles. Apparel and cotton textile sector together have contributed almost 73% to the total textiles and clothing exports in the year 2005-06. Combined share increases even further, to around 86%, if Handicrafts, jute and coir products are excluded from the total exports.

COTTON TEXTILES – A STAR PERFORMER

Exports of cotton textiles have recorded an excellent growth of 28.29 percent in the year 2005 – 06 over the previous year. It may be noted from the Table below that such a high growth has been possible on account of sharp increase in exports of home textiles followed by

Value US\$ Million

Products	2004-2005	2005-2006	Growth (%)
Yarn	1144.58	1458.08	27.39
Fabrics	927.23	1012.64	9.15%
Made-ups	1720.50	2395.15	39.21
Total	3792.81	4865.87	28.29

Source: Business Line, 19th September 2006

Notably, cotton textile is the only sector, other than apparel, carpet and other floor coverings, whose performance has surpassed the target fixed for the year 2005-2006.

Indian textile industry is well known in the global market and expected to do well in the coming years too. But the real challenge lies in maintaining its position over a period of time. Sustaining the impressive rate of growth over the years, particularly in a fiercely competitive market, can only be possible if India is able to readjust itself to the changing market dynamics with strategies refined with the same alacrity, if not a shade quickly.

CHAPTER IV
DATA ANALYSIS AND
INTERPRETATION

DESCRIPTIVE ANALYSIS

AGE:

The table 4.1 describes the age wise distribution of the respondents selected for the study. The age of the respondents are classified as 20-30 yrs, 30-40 yrs and 40-50 yrs

Table 4.1: Age wise distribution of the Respondents

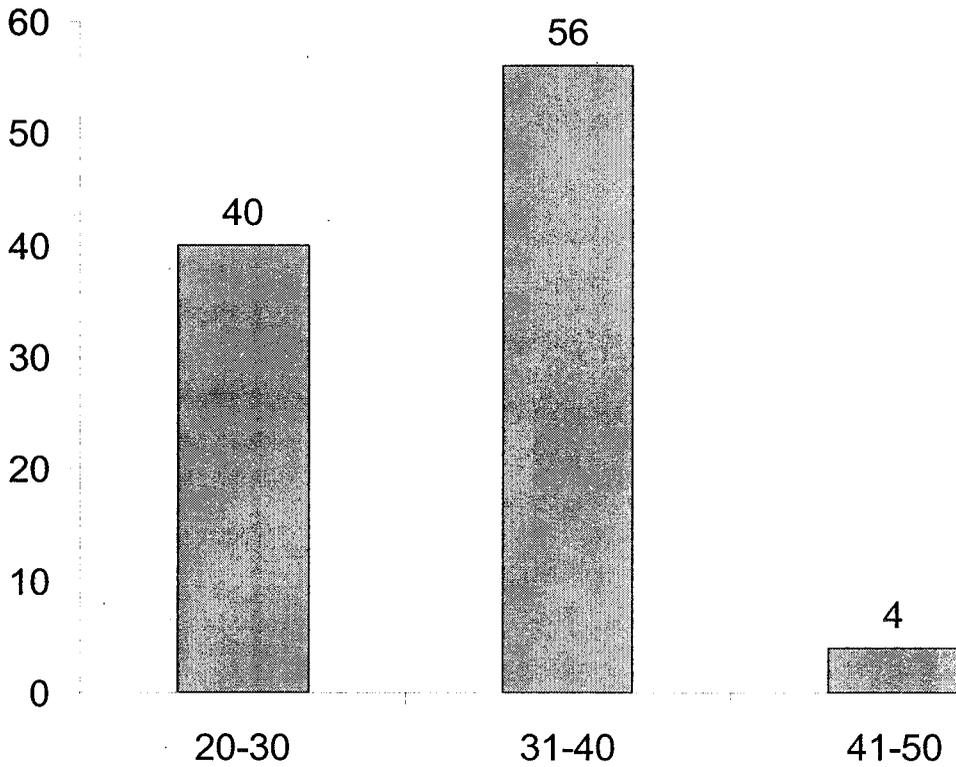
Age (yrs)	No. of respondents	Percentage
20-30	40	40
31-40	56	56
41-50	4	4
Total	100	100

INFERENCE:

It is found from the above table that 56 percent of the respondents are in the age group of 31-40 yrs, 40 percent are in 20-30 yrs and 4 percent are in 41-50 yrs category.

It is concluded that the majority (56 percent) of the respondents are in the age group of 31-40 yrs.

Chartno 1
Number of Respondents in Age-wise
(in %)



GENDER:

The table 4.2 describes the gender wise distribution of the respondents selected for the study.

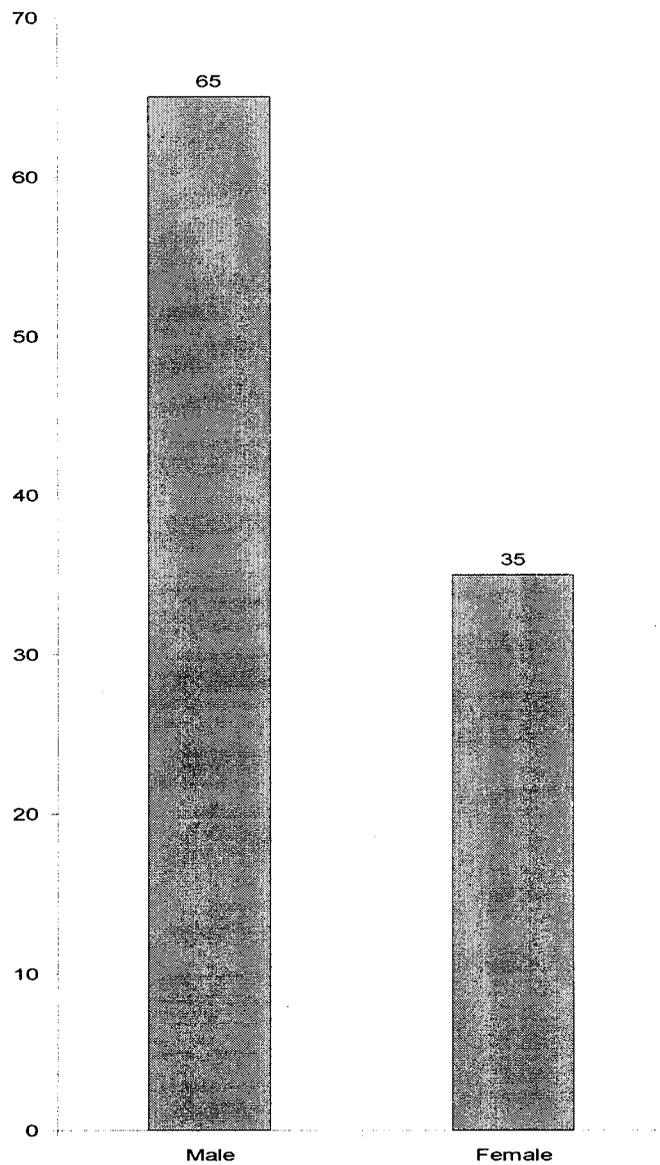
Table 4.2: Gender wise distribution of the Respondents

Gender	No. of respondents	Percentage
Male	65	65
Female	35	35
Total	100	100

INFERENCE:

It is found from the above table that 65 percent of the respondents are male respondents and 35 percent are female respondents. So majority of the respondents are male respondents.

Chart no 2
Number of respondents in Gender-
wise (in %)



DEPARTMENT:

The table 4.3 describes the department wise distribution of the respondents selected for the study. The department of the respondents is classified as Winding, Blow room, Carding, Clerical, QC, Drawing, Electrical, Maintenance, Mixing, Packing, Simplex and Spinning.

Table 4.3: Department wise distribution of the Respondents

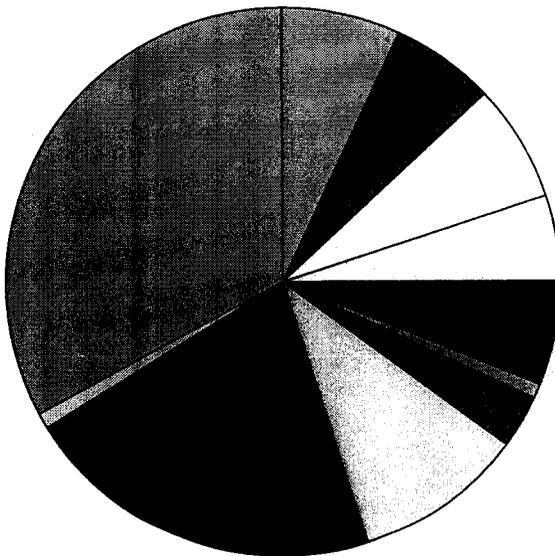
Department	No. of respondents	Percentage
Winding	7	7
Blow room	6	6
Carding	7	7
Clerical	5	5
QC	6	6
Drawing	1	1
Electrical	3	3
Maintenance	10	10
Mixing	10	10
Packing	11	11
Simplex	1	1
Spinning	33	33
Total	100	100

INFERENCE

It is found from the above table that 33 percent of the respondents are in the department spinning, 11 percent are in packing, 8 percent are in mixing and maintenance and the rest of the respondents are in the other departments.

It is concluded that the majority (33 percent) of the respondents are in the department spinning.

Chart No 3
Number of Respondents in department
wise (in %)



- Winding
- Blow room
- Carding
- Clerical
- QC
- Drawing
- Electrical
- Maintenance
- Mixing
- Packing
- Simplex
- Spinning

DESIGNATION:

The table 4.4 describes the designation wise distribution of the respondents selected for the study. The designation of the respondents is classified as Supervisor, Time keeper, Electrician, fitter, maintenance, SM, mixer, Clerk, packer, sider, tender and QC.

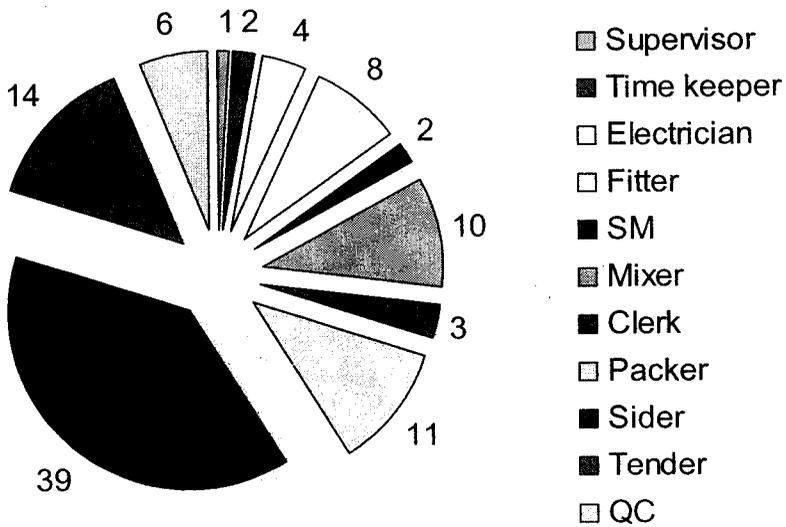
Table 4.4: Designation wise distribution of the Respondents

Designation	No. of respondents	Percentage
Supervisor	1	1
Time keeper	2	2
Electrician	4	4
Fitter	8	8
SM	2	2
Mixer	10	10
Clerk	3	3
Packer	11	11
Sider	39	39
Tender	14	14
QC	6	6
Total	100	100

INFERENCE

It is found from the above table that 39 percent of the respondents are in the designation sider, 14 percent are tender, 11 percent are packer and the rest of the respondents are in the other designation. It is concluded that the majority (39 percent) of the respondents are in the designation of sider.

Chart no 4
Number of respondents in designation
wise (in %)



EXPERIENCE:

The table 4.5 describes the experience wise distribution of the respondents selected for the study. The experience of the respondents is classified as Up to 5 yrs, 6-10 yrs and above 10 yrs.

Table 4.5: Experience wise distribution of the Respondents

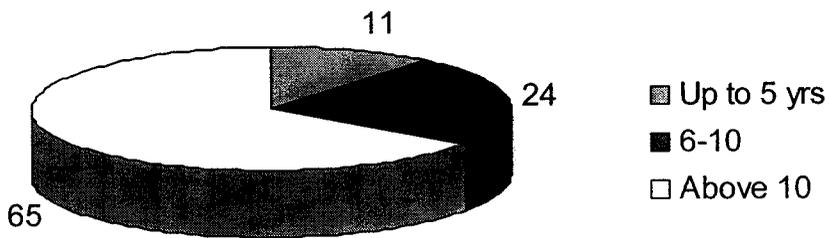
Experience	No. of respondents	Percentage
Up to 5 yrs	11	11
6-10	24	24
Above 10	65	65
Total	100	100

INFERENCE

It is found from the above table that 65 percent of the respondents are in the experience of above 10 yrs, 24 percent are in 6-10 yrs and 11 percent of the respondents are in up to 5 years category.

It is concluded that the majority (65 percent) of the respondents are in the experience of above 10 yrs.

Chart no 5
Number of respondents in experience
wise (in %)



WEIGHTED AVERAGE SCORE ANALYSIS

Weighted Average score analysis is mainly used to determine the level of satisfaction of the different category of respondents on the various factors considered for study. The opinion of the respondents were put under 5 point scaling similar to Likert's scaling. Score 5 was given to highly satisfied, score 4 for satisfied, score 3 for neutral, score 2 for dissatisfied and score 1 for highly dissatisfied. Based on the consolidated opinion of the respondents the level of satisfaction of the different category of respondents was ascertained. The results are given in the following tables with suitable interpretations.

LEVEL OF SATISFACTION:

Canteen Facilities

Table 4.6: Weighted Average Score Analysis - Canteen Facilities

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	3	23	60	14	0	100	3.15

INFERENCE

It is found from the above table that a maximum of all respondents are neutral with the canteen facilities, 23 and 14 respondents respectively are satisfied and dis-satisfied with the canteen facilities. The weighted average score thus obtained is just above neutral (3.15). So it is concluded the respondents are neutral with the canteen facilities.

Housing Facilities

Table 4.7: Weighted Average Score Analysis – Housing Facilities

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	9	34	55	2	0	100	3.50

INFERENCE

It is found from the above table that a maximum of all respondents are neutral with the housing facilities, 34 and 9 respondents respectively are satisfied and highly satisfied with the housing facilities. The weighted average score thus obtained is above neutral (3.50). So it is concluded the respondents are neutral with the housing facilities.

Medical Facilities

Table 4.8: Weighted Average Score Analysis - Medical Facilities

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	7	50	39	4	0	100	3.60

INFERENCE

It is found from the above table that a maximum of all respondents are satisfied with the medical facilities, 39 and 7 respondents respectively are neutral and highly satisfied with the medical facilities. The weighted average score thus obtained is above neutral (3.60). So it is concluded the respondents are neutral with the medical facilities.

Training Programme

Table 4.9: Weighted Average Score Analysis - Training Programme

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	7	40	51	2	0	100	3.52

INFERENCE

It is found from the above table that a maximum of all respondents are neutral with the training programme, 40 and 7 respondents respectively are satisfied and highly satisfied with the training programme. The weighted average score thus obtained is above neutral (3.52). So it is concluded the respondents are neutral with the training programme.

Bonus

Table 4.10: Weighted Average Score Analysis – Bonus

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	3	18	52	27	0	100	2.97

INFERENCE

It is found from the above table that a 52% of the respondents are neutral with the bonus, 27% and 18% respondents respectively are dissatisfied and satisfied with the frequency of bonus given. The weighted average score thus obtained is below neutral (2.97). So it is concluded the respondents are dissatisfied with the bonus given.

Transport

Table 4.11: Weighted Average Score Analysis – Transport

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	63	35	0	2	0	100	4.59

INFERENCE

It is found from the above table that a maximum of all respondents are highly satisfied with the transport, 35 and 2 respondents respectively are satisfied and dissatisfied with the transport. The weighted average score thus obtained is above satisfied (4.59). So it is concluded the respondents are highly satisfied with the transport.

Counseling Programs

Table 4.12: Weighted Average Score Analysis – Counseling Program

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	5	13	50	32	0	100	2.91

INFERENCE

It is found from the above table that 50% of the respondents are neutral in their opinion towards the counseling program, 32 and 13 respondents respectively are dissatisfied and satisfied with the counseling program. The weighted average score thus obtained is close to neutral (2.91) opinion. So it is concluded the respondents are still dissatisfied with the counseling program.

Drink and Wash

Table 4.13: Weighted Average Score Analysis - Drink and Wash

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	62	36	0	2	0	100	4.58

INFERENCE

It is found from the above table 62 of the respondents are highly satisfied with the drink and wash facilities and 36 respondents are satisfied with the drink and wash facilities. The weighted average score obtained is 4.58 which indicate that overall the respondents are highly satisfied with the drink and wash facilities.

Stress Management Program

Table 4.14: Weighted Average Score Analysis – Stress Management Program

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	3	13	40	43	1	100	2.74

INFERENCE

It is found from the above table 43 of the total respondents are dissatisfied towards this program, 40 of the respondents express neutrality towards this program. The weighted average score (2.74) indicate that the overall view of the respondents is dissatisfaction towards this program.

Rewards

Table 4.15: Weighted Average Score Analysis – Rewards

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	4	19	55	22	0	100	3.05

INFERENCE

It is found from the above table maximum of all respondents are neutral with the rewards, 22 and 19 respondents respectively are dissatisfied and satisfied with the rewards offered. The weighted average score (3.05) indicates that the overall respondents express neutrality in their opinion towards rewards offered.



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Safety Equipments

Table 4.16: Weighted Average Score Analysis – Safety Equipments

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	5	23	37	35	0	100	2.98

INFERENCE

It is found from the above table that a maximum of all respondents are neutral with the safety provisions, 35 and 23 respondents respectively are dissatisfied and satisfied with this facility. The weighted average score (2.98) is close to neutral. So the respondents opinion is close to neutral.

Pollution Control

Table 4.17: Weighted Average Score Analysis – Pollution Control

Satisfaction level	HS	S	N	DS	HDS	Total	Weighted Average Score
No. of Respondents	36	56	7	1	0	100	4.27

INFERENCE

It is found from the above table that a maximum of all respondents are satisfied with the pollution control, 36 and 7 respondents respectively are highly satisfied and neutral with the pollution control measures. The weighted average score (4.27) thus obtained indicates that respondents are satisfied with pollution control measures taken by the company.

RANK-CORRELATION

Table 4.18: Rank opinion of male and female respondents

S.No	Welfare measures	Male Respondents		Female Respondents	
		Score	Rank	Score	Rank
1	Canteen facilities	3.03	7	3.37	7
2	Housing facilities	3.43	6	3.63	4
3	Medical facilities	3.58	4	3.63	4
4	Training	3.51	5	3.54	6
5	Bonus	2.89	9	3.11	11
6	Counseling	2.74	11	3.23	8
7	Stress Management	2.63	12	2.94	12
8	Rewards	2.98	8	3.17	9
9	Safety Equipments	2.88	10	3.17	9
10	Drink and Wash	4.63	1	4.49	2
11	Transport	4.62	2	4.54	1
12	Pollution Control	4.23	3	4.34	3

INFERENCE

The rank correlation value calculated is 0.92 which indicates that there is significant correlation exists between male and female respondents towards the various welfare measures offered by the organization.

Table 4.19: Rank opinion of respondents age-wise

S. No.	Welfare measures	Below 30 years		Above 30 years	
		Score	Rank	Score	Rank
1	Canteen facilities	3.25	6	3.75	5
2	Housing facilities	3.34	5	3.65	6
3	Medical facilities	3.48	4	3.89	4
4	Training	3.15	7	3.50	7
5	Bonus	2.77	11	3.42	9
6	Counseling	2.91	10	3.44	8
7	Stress Management	2.55	12	2.73	12
8	Rewards	3.02	9	3.25	10
9	Safety Equipments	3.15	7	3.21	11
10	Drink and Wash	4.33	2	4.63	2
11	Transport	4.75	1	4.43	3
12	Pollution Control	4.32	3	4.64	1

INFERENCE

The rank correlation value calculated is 0.88 which indicates that there is significant correlation exists between the respondents (age-wise) towards the various welfare measures offered by the organization.

Table 4.20: Rank opinion of respondents experience-wise

S.No	Welfare measures	Below 10 years		Above 10 years	
		Score	Rank	Score	Rank
1	Canteen facilities	3.51	5	3.70	4
2	Housing facilities	3.51	5	3.55	5
3	Medical facilities	3.75	4	3.45	6
4	Training	3.05	9	3.25	8
5	Bonus	2.94	11	3.25	8
6	Counseling	2.63	10	2.90	11
7	Stress Management	2.90	12	2.75	12
8	Rewards	3.15	8	3.20	10
9	Safety Equipments	3.25	7	3.43	7
10	Drink and Wash	4.54	2	4.76	1
11	Transport	4.80	1	4.27	3
12	Pollution Control	4.45	3	4.37	2

INFERENCE

The rank correlation value calculated is 0.91 which indicates that there is significant correlation exists between the respondents (experience-wise) towards the various welfare measures offered by the organization.

CHI-SQUARE TEST

GENDER WISE CHI-SQUARE ANALYSIS:

CANTEEN FACILITIES:

Table 4.21: Gender wise chi-square analysis canteen facilities

Gender/satisfaction Level	HS/S	N	DS/HDS	Total
Male	12	40	13	65
Female	14	20	1	35
Total	26	60	14	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on sex.

Alternate hypothesis H₁: satisfaction level depends on sex.

Level of significance: 5%

The chi-square value obtained is 9.31 which is greater than the expected table value 5.991 so we reject our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the canteen facilities depends on sex .

BONUS:**Table 4.22: Gender wise chi-square analysis Bonus**

Gender/satisfaction Level	HS/S	N	DS/HDS	Total
Male	11	34	20	65
Female	10	18	07	35
Total	21	52	27	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on sex.

Alternate hypothesis H₁: satisfaction level depends on sex.

Level of significance: 5%

The chi-square value obtained is 2.59 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the bonus do not depend on sex .

COUNSELING PROGRAM:

Table 4.23: Gender wise chi-square analysis counseling program

Gender/satisfaction Level	HS/S	N	DS/HDS	Total
Male	8	31	26	65
Female	10	19	6	35
Total	18	50	32	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on sex.

Alternate hypothesis H₁: satisfaction level depends on sex.

Level of significance: 5%

The chi-square value obtained is 7.82 which is greater than the expected table value 5.991 so we reject our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the counseling program depends on sex .

REWARDS:**Table 4.24: Gender wise chi-square analysis rewards**

Gender/satisfaction Level	HS/S	N	DS/HDS	Total
Male	13	37	15	65
Female	10	18	7	35
Total	23	55	22	100

INFERENCE

Null hypothesis H0: Satisfaction level do not depend on sex.

Alternate hypothesis H1: satisfaction level depends on sex.

Level of significance: 5%

The chi-square value obtained is 1.05 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the rewards do not depend on sex .

SAFETY EQUIPMENTS:

Table 4.25: Gender wise chi-square analysis safety equipments

Gender/satisfaction Level	HS/S	N	DS/HDS	Total
Male	16	24	25	65
Female	12	13	10	35
Total	28	37	35	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on sex.

Alternate hypothesis H₁: satisfaction level depends on sex.

Level of significance: 5%

The chi-square value obtained is 1.12 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the safety equipments do not depend on sex .

STRESS MANAGEMENT:

Table 4.26: Gender wise chi-square analysis stress management

Gender/satisfaction Level	HS/S	N	DS/HDS	Total
Male	8	25	32	65
Female	8	15	12	35
Total	16	40	44	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on sex.

Alternate hypothesis H₁: satisfaction level depends on sex.

Level of significance: 5%

The chi-square value obtained is 2.09 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the stress management do not depend on sex .

AGE WISE CHI-SQUARE ANALYSIS:

CANTEEN FACILITIES:

Table 4.27: Age wise chi-square analysis canteen facilities

Age/satisfaction Level	HS/S	N	DS/HDS	Total
Below 30 yrs	12	25	3	40
Above 30 yrs	14	35	11	60
Total	26	60	14	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on age.

Alternate hypothesis H₁: satisfaction level depends on age.

Level of significance: 5%

The chi-square value obtained is 3.35 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the canteen facilities do not depend on age.

BONUS:**Table 4.28: Age wise chi-square analysis bonus**

Age/satisfaction Level	HS/S	N	DS/HDS	Total
Below 30 yrs	9	22	9	40
Above 30 yrs	12	30	18	60
Total	21	52	27	100

INFERENCE:

Null hypothesis H₀: Satisfaction level do not depend on age.

Alternate hypothesis H₁: satisfaction level depends on age.

Level of significance: 5%

The chi-square value obtained is 0.9 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the bonus do not depend on age.

COUNSELING:**Table 4.29: Age wise chi-square analysis counseling**

Age/satisfaction Level	HS/S	N	DS/HDS	Total
Below 30 yrs	9	20	11	40
Above 30 yrs	9	31	20	60
Total	26	60	14	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on age.

Alternate hypothesis H₁: satisfaction level depends on age.

Level of significance: 5%

The chi-square value obtained is 1.06 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the counseling do not depend on age.

REWARDS:**Table 4.30: Age wise chi-square analysis rewards**

Age/satisfaction Level	HS/S	N	DS/HDS	Total
Below 30 yrs	10	20	10	40
Above 30 yrs	13	35	12	60
Total	23	55	22	100

INFERENCE:

Null hypothesis H₀: Satisfaction level do not depend on age.

Alternate hypothesis H₁: satisfaction level depends on age.

Level of significance: 5%

The chi-square value obtained is 0.67 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the rewards do not depend on age.

SAFETY EQUIPMENTS:**Table 4.31: Age wise chi-square analysis safety equipments**

Age/satisfaction Level	HS/S	N	DS/HDS	Total
Below 30 yrs	12	18	10	40
Above 30 yrs	16	19	25	60
Total	28	37	35	100

INFERENCE:

Null hypothesis H₀: Satisfaction level do not depend on age.

Alternate hypothesis H₁: satisfaction level depends on age.

Level of significance: 5%

The chi-square value obtained is 3.06 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the safety equipments do not depend on age.

STRESS MANAGEMENT:**Table 4.32: Age wise chi-square analysis stress management**

Age/satisfaction Level	HS/S	N	DS/HDS	Total
Below 30 yrs	6	18	16	40
Above 30 yrs	10	22	28	60
Total	16	40	44	100

INFERENCE:

Null hypothesis H₀: Satisfaction level do not depend on age.

Alternate hypothesis H₁: satisfaction level depends on age.

Level of significance: 5%

The chi-square value obtained is 0.79 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the stress management do not depend on age.

EXPERIENCE WISE CHI-SQUARE ANALYSIS:

CANTEEN FACILITIES:

Table 4.33: Experience wise chi-square analysis canteen facilities

Exp/satisfaction Level	HS/S	N	DS/HDS	Total
Below 10 yrs	15	15	5	35
Above 10 yrs	11	45	9	65
Total	26	60	14	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on experience.

Alternate hypothesis H₁: satisfaction level depends on experience.

Level of significance: 5%

The chi-square value obtained is 8.75 which is greater than the expected table value 5.991 so we reject our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the canteen facilities depends on experience.

BONUS:**Table 4.34: Experience wise chi-square analysis bonus**

Exp/satisfaction Level	HS/S	N	DS/HDS	Total
Below 10 yrs	9	17	9	35
Above 10 yrs	12	35	18	65
Total	21	52	27	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on experience.

Alternate hypothesis H₁: satisfaction level depends on experience.

Level of significance: 5%

The chi-square value obtained is 0.95 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the bonus do not depend on experience.

COUNSELING:**Table 4.35: Experience wise chi-square analysis counseling**

Exp/satisfaction Level	HS/S	N	DS/HDS	Total
Below 10 yrs	11	12	12	35
Above 10 yrs	7	38	20	65
Total	18	50	32	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on experience.

Alternate hypothesis H₁: satisfaction level depends on experience.

Level of significance: 5%

The chi-square value obtained is 9.52 which is greater than the expected table value 5.991 so we reject our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the canteen facilities depends on experience.

REWARDS:**Table 4.36: Experience wise chi-square analysis rewards**

Exp/satisfaction Level	HS/S	N	DS/HDS	Total
Below 10 yrs	11	18	6	35
Above 10 yrs	12	37	16	65
Total	23	55	22	100

INFERENCE

Null hypothesis H0: Satisfaction level do not depend on experience.

Alternate hypothesis H1: satisfaction level depends on experience.

Level of significance: 5%

The chi-square value obtained is 2.6 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the rewards do not depend on experience.

SAFETY EQUIPMENTS:

Table 4.37: Experience wise chi-square analysis safety equipments

Exp/satisfaction Level	HS/S	N	DS/HDS	Total
Below 10 yrs	7	13	15	35
Above 10 yrs	21	24	20	65
Total	28	37	35	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on experience.

Alternate hypothesis H₁: satisfaction level depends on experience.

Level of significance: 5%

The chi-square value obtained is 2.54 which is less than the expected table value 5.991 so we accept our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the safety equipments do not depend on experience.

STRESS MANAGEMENT:

Table 4.38: Experience wise chi-square analysis stress management

Exp/satisfaction Level	HS/S	N	DS/HDS	Total
Below 10 yrs	2	12	21	35
Above 10 yrs	14	28	23	65
Total	16	40	44	100

INFERENCE

Null hypothesis H₀: Satisfaction level do not depend on experience.

Alternate hypothesis H₁: satisfaction level depends on experience.

Level of significance: 5%

The chi-square value obtained is 8.35 which is greater than the expected table value 5.991 so we reject our null hypothesis therefore we conclude that the satisfaction level of the respondents towards the stress management depends on experience.

CHAPTER V

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- The survey consists of 56% of the respondents in the age group of 31-40 years.
- From the study it has been found that 33% of the respondents are in the spinning department.
- It clearly shows that 39% of the respondents are in the designation sider.
- The survey vividly reveals that 65% of the respondents are in the experience of above 10 years.
- It clearly shows that 60% of the respondents are neutral in their opinion regarding canteen facilities.
- It clearly depicts that 55% of the respondents are neutral with the housing facilities.
- The survey reveals that 50% of the respondents are satisfied with the medical facilities.
- From the study it has been found that 51% of the respondents are satisfied with the training programme.
- It is found that 52% of the respondents are neutral in their opinion regarding bonus.
- It is found that 63% of the respondents are highly satisfied with the transport facilities.
- It clearly shows that 50% of the respondents are neutral with the counseling programme.
- The survey vividly reveals that 62% of the respondents are highly satisfied with the drinking and washing facilities.
- It is found that 43% of the respondents are dissatisfied with stress management programme
- . It is found that 55% of the respondents are neutral with rewards

- The survey vividly reveals that 37% of the respondents are neutral with the safety provisions.
- From the study it has been found that 56% of the respondents are satisfied with the pollution control.

FINDINGS FROM WEIGHTED AVERAGE SCORE ANALYSIS

- It clearly shows that respondents are neutral in their opinion regarding canteen facilities.
- It clearly depicts that respondents are neutral with the housing facilities.
- The survey reveals that respondents are neutral with the medical facilities.
- From the study it has been found that respondents are neutral with the training programme.
- It is found that respondents are dissatisfied in their opinion regarding bonus.
- It is found that respondents are highly satisfied with the transport facilities.
- It clearly shows that respondents are dissatisfied with the counseling programme.
- The survey vividly reveals that respondents are highly satisfied with the drinking and washing facilities.
- It is found that respondents are dissatisfied with stress management programme.
- It is found that respondents are neutral with rewards offered.
- The survey vividly reveals that respondents are dissatisfied with the safety provisions.

- From the study it has been found that 56% of the respondents are satisfied with the pollution control.

Finding from the Rank Correlation

- It is clear from findings of the Rank Correlation that there is higher level of significant in their opinion between male and female respondents towards the various welfare measures offered by the Sri Vasudeva textiles
- The age-wise and experience-wise rank opinions of the respondents possess high significant in their opinion regarding the welfare measures provided by the organization.

Finding from the Chi-square test

- Among the six selected welfare measures the opinion given on canteen facilities and counseling program depends on gender of the respondents whereas the remaining four welfare measures independent of the sex of the respondents.
- In the age wise chi-square analysis it is clearly shown that age is not a factor that is influencing the satisfaction level of the respondents.
- In the experience wise chi-square analysis it is found that satisfaction level of canteen facilities counseling and stress management depends on the experience of the respondents whereas the remaining three independent of the experience.

5.2 SUGGESTIONS

Based on the findings of the study it is found that on all the areas of welfare measures the employees have given their opinion which is found to be satisfied in those areas of pollution control, drink and wash, transport facilities and dissatisfied with safety provisions, stress management and counseling programmes, and bonus and they are neutral in their opinion regarding other facilities..

It is high time that the management of Sri Vasudeva textiles take a note of this findings and implement the required welfare facilities to boost the morale of employees of their organization and provide a favorable and healthy climate for its staffs and workers

5.3 CONCLUSION

Human resources are virtual asset of an organization. It is a must for every organization to provide them a fine climate with all the welfare measures mentioned here in order to sustain them for a reasonably longer period. The world is fast moving towards globalization. There is a change which is found to be from machine dominated to human resource practiced approach. This fact makes it necessary that welfare measures which are statutory and voluntary are to be given highest importance irrespective of the industry. Textile industry which plays a crucial role has to take a note of this fact and fine tune its organizational setup and welfare measures for the betterment of industry and in turn for the country as well.

QUESTIONNAIRE

I. NAME:

II. AGE: 20-30 31-40 41-50 50 and above

III. GENDER: MALE FEMALE

IV. DEPARTMENT:

V. DESIGNATION:

VI. NO OF YEARS OF EXPERIENCE:

VII. QUALIFICATION:

PUT A TICK MARK AGAINST THE OPINION WHICH YOU FEEL AS MOST APPROPRIATE

	HS	S	N	DS	HDS
1. Are you satisfied with the Canteen facilities?	<input type="checkbox"/>				
2. What do you feel about the Housing facilities?	<input type="checkbox"/>				
3. Does the medical facilities satisfy Your requirements?	<input type="checkbox"/>				
4. Your opinion about the Training programme	<input type="checkbox"/>				
5. Give your opinion on the Quality policy	<input type="checkbox"/>				
6. Whether frequency and amount Of bonus satisfies you?	<input type="checkbox"/>				

- 7 Are you satisfied with the Ventilation facilities?
- 8 Give your view about the pollution Control in the environment
9. Give your opinion about the Counseling programs conducted
10. Are you satisfied with the Job setting and work environment?
11. Are you satisfied with Job rotation?
12. What do you feel about the stress Management programs conducted?
13. Your opinion about the rewards Offered by the company
14. Are you satisfied with the Superiors approach towards you?
15. Are you satisfied with management's involvement towards your family?
16. Are you satisfied with your current job
17. What do you feel about the safety policy of the organization
18. Give your opinion about the safety equipments given

19. What do you feel about the lighting facilities in the organization
20. Are you satisfied with the proper instructions provided
21. Are you satisfied with the training and development cell in the organization
22. Give your opinion about the training instructors
23. Are you satisfied with training period allotted
24. Are you satisfied with the insurance policies offered
25. Are you satisfied with the drinking and washing facilities offered
26. Your opinion about the first aid provisions offered
27. Give your opinion about the transport facilities offered
28. Give your view about the rest rooms offered
29. Are you satisfied with allowances provided
30. Give your opinion about the environment relating to job performance

31. Are the holidays in the calendar year satisfies you

32. Are you satisfied with the amount of faith shown by your colleagues

33. Give your opinion about the disciplinary measures of the organization

34. Give your opinion about job stress

35. Give your view about the grievance handling and dispute settlement mechanism

Any other relevant information you wish to offer :

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