

A Study on Employee Well-Being Towards Jai Sreem Exports in Tirupur

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ABSTRACT

Employee wellbeing is a critical concern in the modern workplace, and the garments industry is no exception. Despite its significance, there is a dearth of research investigating the wellbeing of employees in the garments industry. This mixed-methods study aims to address this knowledge gap by exploring the levels of employee wellbeing in the garments industry, identifying the factors that influence wellbeing, and examining the relationship between employee wellbeing and organizational performance. The garments industry is a significant sector in the global economy, Employing millions of workers worldwide. However, the industry is also characterized by poor working conditions, long working hours, and low wages, which can have negative impacts on employee wellbeing. This mixed-methods study aims to investigate the determinants of employee wellbeing in the garments industry, exploring the relationships between work-related factors, job satisfaction, and wellbeing.

Keywords: Employee wellbeing - garments industry- mixed-methods research - organizational performance - work-related factors.

INTRODUCTION OF THE STUDY

Employee wellbeing has become a critical concern in the modern workplace, as organizations increasingly recognize the importance of promoting the health, happiness, and productivity of their employees. The garments industry, in particular, has faced scrutiny for its poor working conditions, long working hours, and low wages, which can have devastating consequences for employee wellbeing. Despite the importance of employee wellbeing, there is a dearth of research investigating the wellbeing of employees in the garments industry, with limited studies exploring the complex interplay

between work-related factors, job satisfaction, and wellbeing in this context. Furthermore, the garments industry is a significant contributor to the global economy, employing millions of workers worldwide, and therefore, it is essential to investigate the wellbeing of employees in this industry to inform the development of evidence-based strategies for promoting employee wellbeing and improving working conditions and labor practices.

This study aims to address this knowledge gap by exploring the levels of employee wellbeing in the garments industry, identifying the factors that influence wellbeing, and examining the relationship between employee wellbeing and organizational performance, with the ultimate goal of providing insights that can inform the development of policies and practices that promote employee wellbeing and improve working conditions in the industry. Tirupur, a city in the Indian state of Tamil Nadu, is a major hub for the textile and garments industry, with numerous manufacturing units employing thousands of workers. However, the industry is also notorious for its poor working conditions, long working hours, and low wages, which can have devastating consequences for employee wellbeing.

Employee wellbeing is a critical aspect of organizational performance, as it affects not only the health and happiness of employees but also their productivity, job satisfaction, and commitment to the organization. Despite the importance of employee wellbeing, there is a dearth of research investigating the wellbeing of employees in the garments industry in Tirupur, with limited studies exploring the complex interplay between work-related factors, job satisfaction, and wellbeing in this context.

REVIEW OF LITERATURE

1. **Monteiro and Joseph (2023)** explored the influence of workplace culture on employee mental health and wellbeing. Their review highlighted that supportive leadership, social support, balanced job expectations, work-life balance, and effective policies are pivotal in fostering positive mental health outcomes. Conversely, negative workplace cultures characterized by unsupportive leadership and excessive job demands can lead to increased stress, anxiety, and burnout among employees. For export companies, cultivating a supportive workplace culture is essential to mitigate the unique stressors associated with international trade.
2. In a study by **Raghavan and Singh (2022)**, the authors explored the relationship between corporate social responsibility (CSR) practices and employee wellbeing in export companies. The research showed that companies involved in CSR initiatives, such as healthcare programs and environmental sustainability efforts, reported higher levels of employee engagement and satisfaction. Employees felt a greater sense of purpose and alignment with their company's values, which positively impacted their overall wellbeing.
3. A study by **Sood and Chawla (2021)** investigated the impact of workplace flexibility on employee wellbeing in export sectors. The research found that flexibility in work schedules, remote working opportunities, and the ability to take paid leaves for personal needs significantly improved employee wellbeing in export companies. The study highlighted that employee in industries such as automotive and apparel exports appreciated the ability to balance their personal and professional lives, leading to lower stress levels and greater job satisfaction.
4. In a study by **Rathi and Negi (2020)**, the role of social support in enhancing employee wellbeing was explored. The authors argued that social support from colleagues and supervisors is crucial in alleviating stress and improving emotional wellbeing in export companies. The study focused on employees in India's textile export industry and found that a supportive work environment contributed to increased resilience and better stress management. The authors recommended that export companies implement programs to foster social networks among employees, such as team-building exercises, mentoring programs, and regular social events.
5. **Krekel, Ward, and De Neve (2019)** conducted a comprehensive meta-analysis encompassing over 1.8 million employees across 73 countries. Their study revealed a significant positive correlation between employee satisfaction and key performance indicators such as productivity, customer loyalty, and profitability. Notably, the manufacturing sector,

closely related to export activities, exhibited a strong link between employee satisfaction and business unit profitability. This underscores the potential benefits for export companies in prioritizing employee wellbeing to enhance performance.

OBJECTIVES OF THE STUDY:

- To measure the overall wellbeing of employees in the industry, including their physical, emotional, and mental health.
- To explore the various factors that affect employee wellbeing, including work-related factors, job satisfaction, and organizational factors.
- To investigate how job satisfaction affects employee wellbeing and vice versa.
- To explore how demographic factors such as age, gender, and education level affect employee wellbeing.

RESEARCH METHODOLOGY

Research methodology is the systematic and logical way to conduct a research problem. It describes the techniques and tools used to collect, analyses and interpret the data. It mainly focuses on the logical reasoning behind the research problem.

RESEARCH DESIGN

The research designed for this research is Descriptive research. A research design is the arrangement of conditions for collection and analysis of data. Research design refers to the overall plan and ideas that guides a research project from its conception to the final data analysis.

POPULATION OF THE STUDY

The population of the study is finite (100)

SAMPLE SIZE

The sample size of this study is 75 respondents.

METHODS OF DATA COLLECTION

The data have been collected in two ways. Primary and secondary data collection. The primary data have been collected through a well-structured questionnaire. The secondary data collection is made through websites, articles, magazines, journals, and books.

TOOLS USED FOR DATA ANALYSIS

Simple percentage methods and chi-square

SIMPLE PERCENTAGE ANALYSIS:

Formula: Simple Percentage Analysis = No of respondents / Total no of respondents *100

CHI-SQUARE ANALYSIS:

The Chi-Square statistic is commonly used for testing relationships between categorical values.

Chi-Square value $\chi^2 = \sum (O - E)^2 / E$

* O = Observed frequency

- * E = Expected frequency
- * Σ = Summation
- * χ^2 = Chi-Square value

Data interpretation and analysis

Chi square analysis

Age group/working with the company	Less than 6 months	6 months -1 year	1-2 year	3-5 year	Total
Male	11	19	11	11	52
Female	3	4	13	3	23
Total	14	23	24	14	75

Null Hypothesis (H_0):

There is no significant relationship between gender and working with the company.

Alternative Hypothesis (H_1):

There is a significant relationship between gender and working with the company.

INTERPRETATION:

The above table presents the distribution of employees by gender and their tenure within the company. However, there appears to be a discrepancy in the totals provided. The sum of the individual counts for males and females is 75, but the totals row indicates different values.

VALUE CALCULATION:

OBSERVED(O)	Expected(E)	(O - E)	(O - E) ^ 2	(O - E) ^ 2/E
11	9.70	1.3	1.69	0.17
19	15.94	3.06	9.36	0.58
11	16.64	-5.64	31.8	1.91
11	9.70	1.3	1.69	0.17
3	4.29	-1.29	1.66	0.38
4	7.05	-3.05	9.30	1.31
13	7.36	5.64	31.8	4.32
3	4.29	-1.29	1.66	0.38
				9.22

DEGREES OF FREEDOM:

$$= (R-1) * (C-1)$$

$$= (2-1) * (4-1)$$

$$= 1 * 3$$

$$DF = 3$$

Level of Significance at 5%:

Calculated Value: 9.22

Tabulated Value: 7.815

Since the calculated value (9.22) is less than the tabulated value (7.815), we fail to reject the null hypothesis at the 5% significance level. It is significant relationship between gender and working with the company

FINDINGS

value (9.22) > 0.05, we fail to reject the null hypothesis (H_0). This means there is no statistically significant relationship between Gender and working with the company.

Tabulated Value > Calculated Value

There is no significant relationship between Gender and working with the company.

SUGGESTIONS

1. Encourage transparent and regular communication between management and staff. This approach helps in building trust and allows employees to voice their concerns and suggestions, leading to a more engaged workforce.
2. Implement recognition programs to celebrate employee milestones and accomplishments. Acknowledging hard work boosts morale and reinforces a culture of appreciation.
3. Provide options like flexible hours or remote work to help employees balance their personal and professional lives, reducing stress and increasing job satisfaction.
4. Invest in training and career advancement opportunities. Encouraging continuous learning keeps employees motivated and engaged.
5. Promote regular exercise by offering gym memberships, organizing fitness challenges, or providing on-site workout facilities. Physical activity enhances both physical and mental health.
6. Offer access to counselling services and mental health support. Addressing mental well-being is crucial for overall employee health.
7. Maintain a workspace with good lighting, ventilation, and ergonomic furniture. A comfortable environment reduces physical strain and boosts productivity.
8. Encourage team-building activities and social events to build strong relationships among employees, enhancing collaboration and a sense of belonging.
9. Promote a workplace culture that values diversity and ensures equitable opportunities for all employees, contributing to a more inclusive and supportive environment.
10. Offer financial planning resources and workshops to help employees manage their finances effectively, reducing financial stress and improving overall well-being.

CONCLUSION

In conclusion, the study highlights the significance of employee wellbeing in the garments industry, emphasizing the need for companies to prioritize their workers' physical and mental health. The findings of this study underscore the importance of creating a healthy work environment, providing social security benefits, and promoting work-life balance to enhance employee wellbeing. Furthermore, the study suggests that garments companies must adopt a proactive approach to employee wellbeing, recognizing that a healthy and happy workforce is essential for productivity, job satisfaction, and

overall business success. By prioritizing employee wellbeing, garments companies can not only improve the lives of their workers but also contribute to the sustainable growth and development of the industry as a whole. Enhancing employee well-being in Tirupur's garment industry is crucial for fostering a sustainable and ethical sector. Workers often face challenges such as long working hours, low wages, and unsafe conditions, leading to physical and mental health issues. Implementing comprehensive wellness programs that focus on health, fair wages, skill development, and empowering factory workers can significantly improve their quality of life and productivity. Additionally, addressing environmental factors, such as rising temperatures due to climate change, is essential to protect workers from heat-related risks. By prioritizing these initiatives, the garment industry in Tirupur can improve employee well-being, leading to enhanced productivity and a more ethical global supply chain.

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