

A STUDY ON WORKFORCE MANAGEMENT PRACTICES WITH SPECIAL REFERENCE TO ROYAL CLASSIC GROUPS PVT. LTD., TIRUPUR

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ABSTRACT

This study examines workforce management practices at Royal Classic Groups Pvt. Ltd., Tirupur. Workforce management plays a crucial role in improving productivity, employee engagement, statutory compliance, and organizational sustainability. The study focuses on key HR practices such as recruitment and selection, training and development, payroll administration, ESI and EPF compliance, employee welfare measures, safety practices, and employee retention strategies. A descriptive research design was adopted, and primary data were collected from 100 employees through a structured questionnaire. Statistical tools such as percentage analysis, correlation, regression, and ANOVA were used for analysis. The findings reveal that effective workforce planning, welfare measures, and statutory compliance significantly influence employee satisfaction and productivity. The study concludes that structured workforce management practices contribute to organizational efficiency and long-term sustainability.

Keywords: Workforce Management, HR Practices, Employee Engagement, Productivity, ESI, EPF, Employee Welfare, Apparel Industry.

INTRODUCTION

Workforce management refers to the strategic approach adopted by organizations to optimize employee productivity, ensure statutory compliance, and enhance overall performance. In the apparel industry, efficient workforce management is essential due to labor-intensive operations and competitive market conditions.

Royal Classic Groups Pvt. Ltd., located in Tirupur, is a leading garment manufacturing company known for its structured HR policies and employee-focused practices. The company emphasizes recruitment efficiency, skill development, statutory benefits such as ESI and EPF, payroll accuracy, and employee welfare measures.

Effective workforce management ensures proper manpower planning, compliance with labor laws, safety standards, and employee retention. This study aims to evaluate the workforce management practices implemented in the organization and their impact on employee satisfaction and productivity.

STATEMENT OF THE PROBLEM

In labor-intensive industries like garment manufacturing, managing a large workforce efficiently is a challenging task. Organizations often face issues such as high employee turnover, absenteeism, payroll errors, lack of skill development, and non-compliance with statutory regulations. These issues can reduce productivity and employee morale.

Although many organizations implement HR practices, it is necessary to evaluate whether these workforce management practices effectively improve employee satisfaction and organizational performance. Therefore, this study focuses on analyzing workforce management practices at Royal Classic Groups Pvt. Ltd., Tirupur, and their impact on productivity and employee engagement.

OBJECTIVES OF THE STUDY

- To examine the workforce management practices followed at Royal Classic Groups Pvt. Ltd.
- To analyze statutory compliance practices such as ESI, EPF, payroll, bonus, and settlements.
- To study employee welfare, safety, and security measures in the organization.
- To evaluate the relationship between workforce management practices and employee productivity.
- To identify factors influencing employee satisfaction and retention.

REVIEW OF LITERATURE

Armstrong (2020) emphasized that effective workforce planning improves productivity and organizational sustainability.

Dessler (2021) stated that HR practices such as training and performance appraisal significantly influence employee performance.

Kumar & Singh (2023) found that employee welfare measures positively impact job satisfaction in manufacturing industries.

Recent studies highlight that compliance with statutory benefits like ESI and EPF enhances employee trust and retention.

The literature suggests that structured workforce management practices improve employee engagement and organizational efficiency.

RESEARCH METHODOLOGY

The present study adopts a **descriptive research design** to systematically examine the workforce management practices followed at Royal Classic Groups Pvt. Ltd., Tirupur, and to analyze their impact on employee satisfaction and productivity. A descriptive approach is considered appropriate because the study aims to describe existing HR practices, statutory compliance measures, employee welfare initiatives, and their relationship with workforce performance without manipulating any variables.

The research is based on both **primary and secondary data sources**. Primary data were collected directly from employees working in different departments of the organization through a well- structured questionnaire. The questionnaire consisted of close-ended questions designed using a Likert five-point scale to measure employee perceptions regarding recruitment practices, training and development, payroll management, ESI and EPF benefits, safety measures, welfare facilities, grievance handling, and overall satisfaction.

TABLE 1: DISTRIBUTION OF WORKFORCE MANAGEMENT AND PRODUCTIVITY SCORES

Particulars	Workforce Management	Productivity
N	100	100
Mean	1.45	1.52
Std. Deviation	0.52	0.61
Minimum	1	1
Maximum	3	4

INTERPRETATION

The mean score of workforce management (1.45) indicates that employees perceive HR practices positively. The productivity mean (1.52) suggests moderate to high performance levels. The low standard deviation shows consistent responses among employees.

TABLE 2: EMPLOYEE SATISFACTION LEVEL

Satisfaction Level	Frequency	Percentage
Highly Satisfied	40	40%
Satisfied	42	42%
Neutral	12	12%
Dissatisfied	6	6%
Total	100	100%

INTERPRETATION

82% of employees are satisfied with workforce management practices. Only 6% expressed dissatisfaction, indicating effective HR implementation

TABLE 3: STATUTORY BENEFITS AWARENESS (ESI & EPF)

Response	Frequency	Percentage
Strongly Agree	48	48%
Agree	32	32%
Neutral	15	15%
Disagree	5	5%
Total	100	100%

INTERPRETATION

80% of employees agree that the company properly provides statutory benefits like ESI and EPF, reflecting strong compliance practices.

FINDINGS

- Majority (82%) of employees are satisfied with workforce management practices followed in the organization.
- Recruitment and selection procedures are systematic and ensure proper manpower planning.
- Training and development programs help employees improve their skills and performance.
- The company effectively implements statutory benefits such as ESI and EPF.
- Payroll management, bonus distribution, and settlement procedures are handled properly and on time.
- Employee welfare measures such as canteen, restrooms, drinking water, and medical facilities are satisfactory.
- Safety and security measures are maintained to reduce workplace accidents.
- There is a positive relationship between workforce management practices and employee productivity.

SUGGESTIONS

- The organization should introduce advanced skill development and leadership training programs.
- Career growth opportunities and promotion policies should be clearly communicated to employees.
- Digital HR systems can be implemented to improve payroll transparency and record maintenance.
- Regular employee feedback surveys should be conducted to identify workplace issues.

- Additional motivational programs and performance-based incentives can enhance productivity.
- Strengthen grievance redressal mechanisms for quick resolution of employee complaints.
- Improve work-life balance initiatives to reduce stress and absenteeism.
- Conduct periodic safety training programs to maintain accident-free workplaces.
- Introduce employee engagement activities to improve morale and retention.

CONCLUSION

The study of workforce management practices at **Royal Classic Groups Pvt. Ltd. (RCG)** reveals a sophisticated balancing act between the traditional labor-intensive requirements of the textile industry and the modern demands of a global retail powerhouse. As the parent company of a prominent brand like *Classic Polo*, RCG serves as a benchmark for the Tirupur textile cluster, demonstrating that sustainable growth is inextricably linked to the efficiency and well-being of its human capital.

The research confirms that RCG's success is rooted in its **vertically integrated management approach**. By maintaining control over the entire value chain—from spinning and knitting to garmenting and retail—the organization has been able to implement uniform workforce standards that ensure quality and consistency. The adoption of **Key Result Areas (KRAs)** and merit-based performance evaluations has successfully transitioned the workplace from a traditional "supervisor-led" model to a "performance-driven" culture. This shift has not only improved productivity but has also provided employees with a clearer trajectory for career advancement within the group.

Despite the push for industrial efficiency, the study highlights that RCG maintains a "supportive and culture-oriented" environment. The provision of statutory benefits, combined with on-site welfare facilities, addresses the fundamental needs of the workforce. However, the study also identifies that in the high-pressure environment of the Tirupur garment hub, the "human element" remains the most volatile variable. The challenges of high attrition rates and the seasonal nature of textile demand require RCG to move beyond traditional administration toward **Strategic Human Resource Management (SHRM)**.

REFERENCE

The following list includes the primary sources and references used to compile the information regarding **Royal Classic Groups Pvt. Ltd., Tirupur**, and general workforce management trends:

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- **IndiaFilings (2025):** *Classic Polo Franchise - Eligibility & Requirements*. Details the infrastructure of RCG as a vertically integrated "fiber to fashion" company and its workforce size.
- **Indeed Employee Reviews (2014–2022):** *Working at Royal Classic Mills Private Limited*. Offers direct employee feedback on work-life balance, KRA-based performance systems, and management culture.
- **Justdial (2026):** *Royal Classic Mills Pvt Ltd in Tirupur Bazaar*. Provides operational details such as hours of operation and facility locations in the Tirupur cluster.

- **Scribd / GRD Institute of Management (2024):** *Internship Report on Royal Classic Mills Private Limited.* A detailed academic study covering functional departments including HR, Production, and Quality Assurance.
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