

Survey on Garments with Various Fields in Tamilnadu

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Abstract: - The study aims at finding the job satisfaction of the employees that is being practiced in Raja Garments. The research is aimed at finding the satisfaction level of employees about the various aspects like general working conditions, pay and promotion, work relationship, use of skills and so on, that are being done in Raja Garments.

The research design is descriptive and describes the personal profile of the employees related to job satisfaction. The sample size is 115 selected by the applying Purposive sampling a non-probabilistic technique in Garments. The data used for the study is primary data collected with the help of questionnaire.

The study has used percentage analysis for analyzing the data collected. From the finding drawn from the analysis of data, recommendations are provided to improve the various aspects related to Job satisfaction.

The study has used the statistical tools: percentage analysis, Chi-Square test, cross tabs to know the tendency of the data. From the analysis of data, interpretation, recommendations are provided to make know the company about their employees.

From the findings the suggestions was given to the company for improving their employees satisfaction level make a better working environment in the organization. Some recommendations are, can be improved like promotion, vacation, use of skills.

I. INTRODUCTION

In Trippur among the garment industry, Raja Garments is the only company which is giving a very high bonus of 32% of the salary. Hitherto no study has been conducted regarding job satisfaction of the employees in Raja garments. So, when I approached them for the project, the HR manager there suggested the topic so called Job Satisfaction. And also to find the various developments that occurred in the organization after the bonus hike for example,

- ❖ Increase in the productivity.
- ❖ Improvement of the relationships among employees.
- ❖ Increase in the living standards of the employees.

Raja Garments is India's leading knitwear manufacturers and exporters since 1967. The company has been playing a leading role in the Indian Knitwear industry. The international

business division was started in 1991, and today, Raja caters to a host of reputed customers across the globe. Raja believes in professionalism and quality in products and customer service.

Raja has made great studies to become a name to reckon, with an annual turnover of US\$ 9mn. With over 550 employees. Uniqueness of Raja lies in its clearly designed quality policy and management structure and the capability to offer a wide range of knitwear including garment washed knitwear, garment dyed knitwear, UV protected knitwear, Spanish finish, bio-wash, organic cotton apart from the mainline products of regular knitted garments range. Raja is also quite conscious of its social obligations and employees' welfare measures. Company's social policy is fully in accordance with the laws of India.

- ❖ CEO(Chief Executive Officer)
- ❖ GM(General Manager)
- ❖ AGM MR (Assistant General manager-Management Representative)
- ❖ FM(Fabric Manager)

II. OVERVIEW OF THE COMPANY



III. JOB SATISFACTION

Sense of inner fulfillment and pride achieved when performing a particular job. Job satisfaction occurs when an employee feels he has accomplished something having importance and value worthy of recognition; sense of joy.

Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person's parent. There are a variety of factors that can influence a person's level of job satisfaction; some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, and the job itself (the variety of tasks involved, the interest and challenge the job generates, and the clarity of the job description/requirements).

The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although it is clearly linked. Job design aims to enhance job satisfaction & performance, methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work groups. Job satisfaction is a very important attribute which is frequently measured by organizations. The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions relate to rate of pay, work responsibilities, variety of tasks, promotional opportunities the work itself and co-workers. Some questioners ask yes or no questions while others ask to rate satisfaction on 1-5 scale (where 1 represents "not at all satisfied" and 5 represents "extremely satisfied").

Job satisfaction, a worker's sense of achievement and success, is generally perceived to be directly linked to productivity as well as to personal wellbeing. Job satisfaction implies doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work.

IV. DATA ANALYSIS AND INTERPRETATION

The expression of data in terms of percentage is one of the simplest statistical devices used in the interpretation of business and economic statistics. Percentages are useful chiefly for the purpose of avoiding comparison. A percent is the number of hundredth parts on number is of another. The algebraic notation is:

$$P\% = B_1 / B_0 * 100$$

Where,

P% = represents the number of parts of 100 i.e., the percent

B₀ = represents the base used for comparison i.e., the respondents

B₁ = represents the given data to be compared with the base.

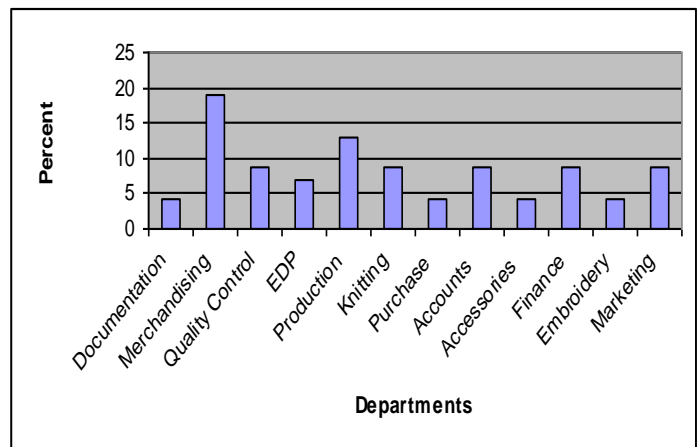


Figure 1: Chart showing frequencies of employees responded

Table 1: showing various departments

Departments	Frequencies	Percent
Documentation	5	4.3
Merchandising	22	19.1
Quality Control	10	8.7
EDP	8	7.0
Production	15	13.0
Knitting	10	8.7
Purchase	5	4.3
Accounts	10	8.7
Accessories	5	4.3
Finance	10	8.7
Embroidery	5	4.3
Marketing	10	8.7
Total	115	100.0

From the table 1 and the figure 1, it's inferred that 19.1% of the employee belong to merchandising department, 13% belong to Production department and the least respondents belong to purchase, documentation and embroidery. The majority of the respondents belong to merchandising department because Merchandising department is one which takes care of advertisement, product promotion and so on; it is the department where most of the respondents belong to, than any other department.

V. GENDER RESPONDED TO THE QUESTIONNAIRE

Psychologically male and female respondents have different opinions on the questions prevailing to the job satisfaction; here the response for the questions male over female and vice-versa are given below

Table 2: showing frequencies of gender responded

Gender	Frequencies	Percent
Male	94	81.7
Female	21	18.3
Total	115	100.0

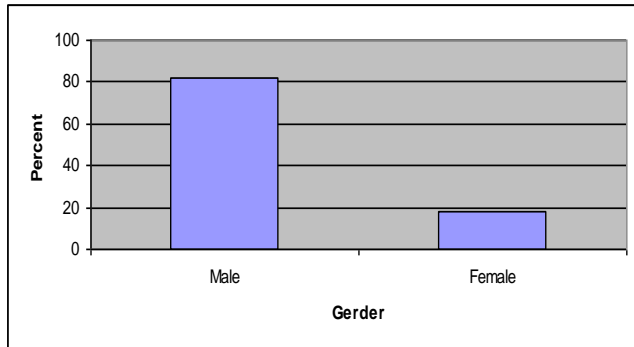


Figure 2: Chart showing the gender of respondents

From the table 2 and the figure 2, it can be inferred that 81% of the employees are male and 18.3% were female. As the garments industry is concern many would be in production, marketing which excludes women but departments like documentation, accounts where women work in.

VI. OCCUPATION OF THE RESPONDENTS

Data collected, refers to the different kinds of job they do, the satisfaction also depends on the nature of the job.

Table 3: showing the occupation of the respondents

Occupation	Frequencies	Percent
Data Entry	8	7.0
Fabric Processing	5	4.3
Supervision	5	4.3
Embroidery Accounting	1	.9
Designing	4	3.5
Yarn Purchasing	5	4.3
Auditing	1	.9
Data Controlling	9	7.8
Quality Buyer	9	7.8
Delivery Preparation	1	.9
Consumption Preparation	8	7.0
Production Coordination	6	5.2
Budget Preparation	1	.9
Bill Preparation	5	4.3
Marketing	5	4.3
Merchandising	9	7.8
Marketing Operations	22	19.1
Stocking	1	.9
Managing	2	1.7
Matching	1	.9

Editing	2	1.7
Material Managing	2	1.7
Documentation Managing	1	.9
Total	115	100.0

From the table 3 it was observed that 19.1% respondents were from the occupation; marketing operations, 7.8% of the respondents were from Merchandising, 7% were from the Consumption preparation and other belong to Documentation managing, Stocking and Matching. The respondents are classified according to their occupation, based on their occupation they are classified.

VII. EXPERIENCE OF THE RESPONDENTS

The satisfaction level also depends on the factor called experience. Some may leave the company with less experience or more. This factor depends on the changes that occur in the organization.

Table 4: showing the experience of the respondents

Experience	Frequencies	Percent
Less than 3 months	14	12.2
3 months to 1 year	29	25.2
1 to 3 years & above	34	29.6
4 to 6 years & above	10	8.7
7 to 10 years & above	12	10.4
10 years & above	16	13.9
Total	115	100.0

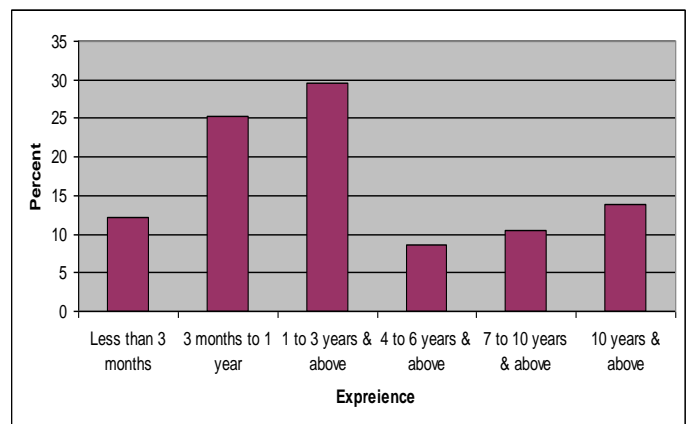


Figure 3: Chart showing various experience level of the employees

From the table 4 it was observed that 29.6% of the respondents belong to the category of 1 to 3 years of experience, 25.2% of the respondents belongs to the category of 3months to 1 year of experience and so on. Any job in this world requires experience; highly experienced employee gets good position in the company. Satisfaction level depends on the years of experience.

VIII. JOB TITLE OF THE RESPONDENTS IN RAJA GARMENTS

This table tells about the respected titles of their job. This job title provides their identity in the organization.

Table 5: showing job title of the employees

Job Title	Frequencies	Percent
Order Processor	8	7.0
Fabric Coordinator	5	4.3
Knitting Supervisor	5	4.3
Embroidery Accountant	1	.9
Designer	4	3.5
Purchaser	5	4.3
Auditor	1	.9
Assistant Accountant	4	3.5
Quality Controller	5	4.3
Manager	1	.9
Lot Controller	9	7.8
Lot Assistant	9	7.8
Fabric Manager	1	.9
Costing Officer	8	7.0
Cashier	6	5.2
Marketing Assistant	1	.9
Merchandising Manager	4	3.5
Merchandiser	6	5.2
Marketing Manager	1	.9
Stock Keeper	2	1.7
Store Manager	1	.9
Fabric Arranger	2	1.7
Editor	2	1.7
Stationary Manager	2	1.7
Documentation Manager	1	.9
Junior Merchandiser	9	7.8
Total	115	100.0

From the table 5 it was observed that, data collected is to know the job title of the employees from this 7.8% were lot controller, lot assistant and Jr merchandiser 7% were Costing officer and order processors and so on. A company has many jobs and its respected titles respondents are classified according to that.

IX. NUMBERS OF HOURS WORKED PER WEEK IN RAJA GARMENTS

This table shows the satisfaction level of the employees with respect to their working hours. Generally the working hours are decided by the union, so satisfaction level also depends on the union they belong.

Table 5: showing opinion of employees on number of hours worked

Scale	Frequencies	Percent
Not satisfied at all	3	2.6
Some what satisfied	12	10.4
Satisfied	88	76.5
Extremely satisfied	12	10.4
Total	115	100.0

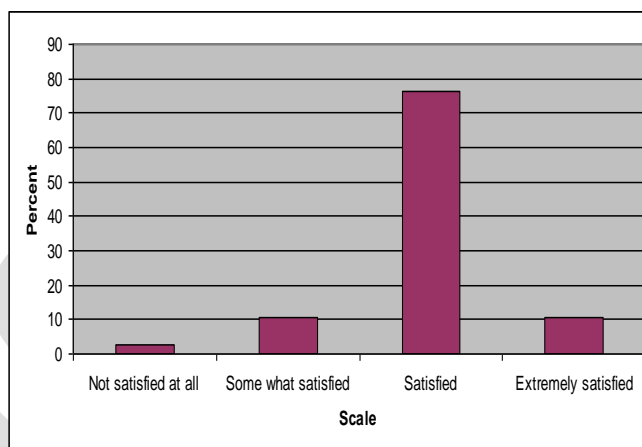


Figure 4: Chart showing opinion of employees on number of hours worked

From the table 5 it was observed that 76.5 % of the respondents were satisfied with the hours worked each week, only 2.6 % of the employees were not at all satisfied with the working hours, rest of them were somewhat satisfied with the working hours. A company should consult with union before going to set the working time, which should also satisfy the employees. Majority of employees are satisfied because they feel more comfortable with that. Else productivity would dramatically decrease.

X. AMOUNT FOR VACATION AND SICK LEAVE IN ORGANIZATION

The employees are paid bonus during the festive season and the amount they deduct from the salary for the sick leave.

Table 6: showing satisfaction level of employees on amount for vacation and sick leave

Scale	Frequencies	Percent
Not at all satisfied	23	20.0
Some what satisfied	21	18.3
Satisfied	51	44.3
Extremely satisfied	8	7.0
N\A	12	10.4
Total	115	100.0

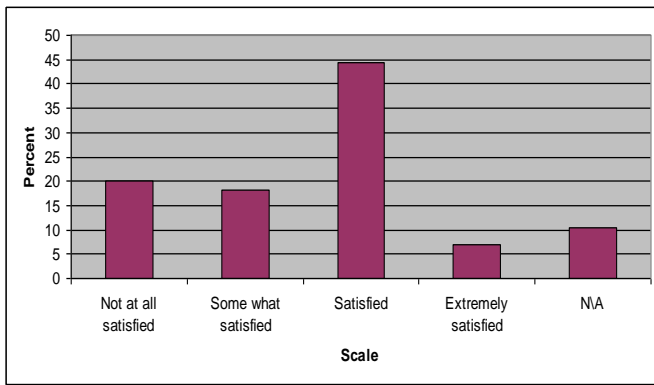


Figure 5: Chart showing satisfaction level of employees on amount for vacation and sick leave

From the table 6 and the chart 5, it was observed that 44.3% of the respondents are satisfied with the amount paid in the festive seasons and the deducted amount, 18.3% were somewhat satisfied .Amount for vacations and sick leave should be paid to the employees. Paying for vacation is like motivating the employees; otherwise they would be depressed paying from their pocket.

XI. SALARY AND BENEFITS FOR EMPLOYEES IN ORGANIZATION

The salary and benefits like LIC and so on, should satisfy y employee needs, so their satisfaction level regarding is measured.

Table 7: showing satisfaction level of employees on salary and benefits

Scale	Frequencies	Percent
Not satisfied at all	36	31.3
Somewhat satisfied	25	21.7
Satisfied	40	34.8
Extremely Satisfied	7	6.1
N\A	7	6.1
Total	115	100.0

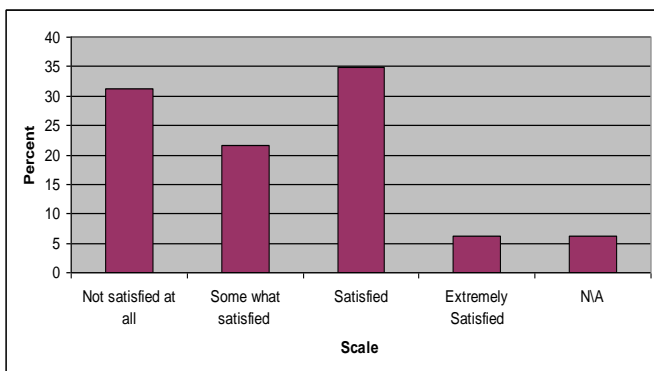


Figure 6: Chart showing satisfaction level of employees on salary and benefits

From the table 7 and the figure 6, it was observed that 43.8% of the employees are satisfied with the salary and benefits, 31.3% are not at all satisfied with the salary and benefits, 21.7% are somewhat satisfied. It makes sure that everybody gets equal benefits.

XII. OPPORTUNITIES TO NEW SKILLS, PROVIDED IN THE ORGANIZATION

Apart from the work they do the organization should allow workers to do or learn new skills, like job rotation prevailing in banks. Organization should encourage this type of practices for company’s growth.

Table 8: showing satisfaction level of employees on opportunities to learn new skills

Scale	Frequencies	Percent
Not at all satisfied	15	13.0
Somewhat satisfied	24	22.9
Satisfied	60	52.2
Extremely satisfied	16	13.9
Total	115	100.0

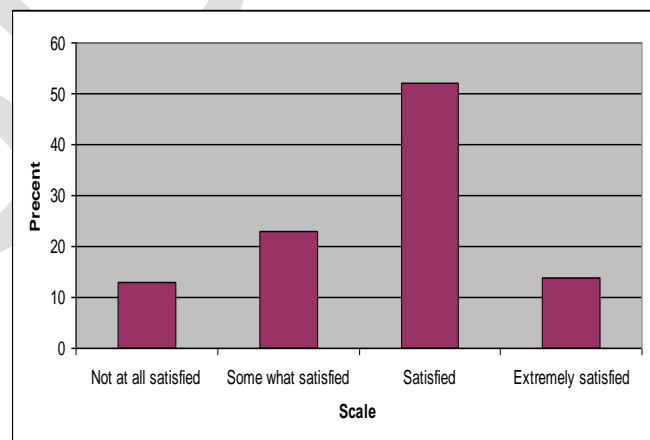


Figure 7: Chart showing satisfaction level of employees on opportunities to learn new skills

From this table 8 and the figure 7, the 52.2% of the respondents are satisfied with the opportunity provided by the company to learn new skills, 22.9% of the employees are somewhat satisfied with the opportunity in the organization the employees should be taught new skills apart from the skills they have, it will be helpful for their future. It’s like adding complement to their career. It creates a new experience for the employees. Apart from the normal life.

XIII CONCLUSION

The job satisfaction measured in the Raja garments of Raja group, is satisfied rather than extremely satisfied from the survey conducted. The areas like promotion, salary and

training should be taken care. However the job satisfaction is not very well, in connection to the personal life of the employees and also the organizational growth, so a lot of developmental steps need to be taken to bring in very good outcomes of job satisfaction. Over all the as per the survey the job satisfaction prevailing in the Raja garments is not that affective compared to the extremely satisfied category (scaling category). So it is necessary to introduce many effective steps like good training programs, job rotation, opportunities to learn new skills, improvement of working hours and so on. By implementing such facets the job satisfaction would be improved.

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