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A STUDY OF PERCEPTION OF WOMEN EMPLOYEES IN WEAVING MILLS

T. K. Jadhav

Sahakar Bhushan S.K. Patil, College, Kurundwad, Tal. Shirol, Dist.Kolhapur,
Sate-Maharashtra.

Abstract:

Indian Textile Industry holds key position in Indian economy. It contributes about 4 percent to the GDP and 12 per cent to the country's total export earnings. It provides direct employment to over 35 million people, the second largest provider of employment after agriculture. Besides, another 54.85 million people are engaged in its allied activities. High perception assists the management to overcome several women employees' problems in weaving mills. In this paper, the researcher has made an attempt to highlight the perception of women employees in weaving mills in Ichalkaranji. The present study is an earnest attempt to assess present condition of the perception of the women employees in weaving mills at Ichalkaranji in Kolhapur district.

KEYWORDS:

Textile Industry, Employment, Weaving Mills, Women Employees, Perception

INTRODUCTION

Women are participating in all spheres of activities. The fact remains that women are the citadels of excellence in the academic field, politics, administration of business and so on. In India, mills are no longer the exclusive prerogatives of men. The weaving mills are one of the giant mills. The employees of this industry require tolerance, for about 70% of the employees are women. They occupy in all process of this industry except in chemical mixing process. Women employees outnumber than men in the industry. They are performing their work effectively. The special traits needed in weaving are smooth handling, patience and speed. These traits are found more in women employees than in men employees.

The earning of women employees in this industry constitutes a significant proportion of the total income of poor householders. It is clear the anti-poverty strategies can be successful only if they effectively promote female employment.

RESEARCH METHODOLOGY

Objectives of the study –

- 1-To know the perception of women employees in weaving mills.
- 2-To studies the satisfactions of women employees in weaving mills.
- 3-To know the warfare facilities provided to the women employees in weaving mills.

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Sample Size:

The study is empirical researches based on survey method. There are about 35000 women employees working in the weaving mills in Ichalkaranji during 2012-13. Out of these employees, 400 are selected randomly by using convenience sampling. The researcher has chosen the sample women employees from those who are contributing provident fund and employees' state insurance. Moreover, for analyzing perception of women employees in weaving mills.

DATA ANALYSIS AND INTERPRETATION:

Age of the sample employees –

Age is one of the important factors for everyone. It is also one of the criteria to measure the attitude of the employees. The employees of the weaving mills are not an exception. The age groups of employees are categorized into four such as below 18 years, 18 to 28 years, and 28 to 38 years, 38 – 48 years and above 48 years.

**Table No.1
Age of the respondents**

No.	Age (in years)	No. of respondents	Percentage to total
1	18-28	140	35.0
2	28-38	133	33.3
3	38-48	110	27.5
4	Above 48	17	4.2
		400	100

Table 1 presents the distribution of the women employees according to their age. About 35 percent of the employees of aged below 28 years, 33.3 percent all the employees fall within 28 to 38 years. 27.5 percent of the employees belong to the age group of 38-48 years and 4.2 percent employees are aged above 48 years. From the above data, it is clear that the majority of the employees are in the age group of 18-28 and 28-38. Because in weaving mills, aged people cannot work. They require dynamic and healthy employees with good spirits.

MARITAL STATUS OF THE RESPONDENTS

Marriage is a turning point in everyone's life. It brings happiness to many people. Though the unmarried persons may be young, they may not be interested in earning more because there is no family burden for them.

**Table No. 2
Marital status of the Respondents**

No.	Marital Status	No. of Respondents	Percentage to total
1	Single	90	22.5
2	Married	310	77.5
		400	100

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Out of the 400 respondents interviewed, 77.5 percent of the employees are married and the remaining is unmarried. It is observed from the table that a vast majority of them are married because married women have more commitments and dependents. These are the reasons that force them to work in mills.

Employees' Feelings about their work

Women employees of this industry work in different processes. Some works are very easy and others are not. The researcher has classified the employees feeling into very hard, hard, manageable and easy. Their feelings about work presented in Table 3

Table No.3
Employees' Feelings about their work

No.	Opinion	No. of Respondents	Percentage to total
1	Very hard	18	4.5
2	Hard	187	46.8
3	Manageable	131	32.7
4	Easy	64	16.0
	Total	400	100

There were 400 respondents. About three-fourth of them felt that their work was hard (46.8 percent) 32.7 percent of them felt that the work was manageable and 16 percent of them said that their work was easy and the rest said that their work was very hard (4.5 percent). It is concluded that most of the employees felt that their work is hard and unmanageable because working in weaving industry is not an easy task; the employees require more patients and concentration.

Nature of work

Weaving is a distinct industry. It admits both men and women for employment. The women employees work in all processing units of this industry except the unit mixing chemicals. The employees may feel that their work is interesting, monotonous and 'No other go'. This degree of variation depends on the employees. Table 4 portrays the opinion of the employees about the nature of work.

Table No 4
Nature of work

No.	Opinion	No. of respondents	Percentage of total
1	Interesting	125	31.3
2	Monotonous	37	9.3
3	No other go	238	59.4
	Total	400	100

Table 4 shows that 125 of the sample employees responded to the questions asked by the researcher as interesting, 37 of the sample employees answered as monotonous and 238 of the sample respondents gave the answer 'no other go'. From this, it is inferred that the employees are sticking to their jobs to earn their livelihood because majority of them said that their was 'no other go'. Moreover, it fetches a reasonable salary and they can depend on agriculture due to the frequent failure of monsoon.

Coverage of the Social Security Schemes

According to the Factories Act, 1948, the state government is offering many social security schemes. In weaving mills the employers are adhering to all the Acts like Workmen's Compensation Act, The employees State Insurance Act, Employee's Provident and Maternity Benefit Act and so on. Act

Most of the respondents opined that the employers are strictly adhering to the principles laid down under the Factories Act. It is clear from the Table 5 that the owners of the weaving industry know the significance of the Acts, associated with the social security schemes and follow the provisions strictly.

**Table No.5
Coverage of the social security schemes**

No.	Schemes	Adhere	Not Adhere	Total
1	Workmen's Compensation Act	374 (93.3)	26 (6.5)	400 (100)
2	The Employee's State Insurance Act.	391 (97.75)	9 (2.25)	400 (100)
3	Employee Provident Fund Act.	392 (98)	8 (2)	400 (100)
4	Maternity Benefit Act	368 (92)	32 (8)	400 (100)
5	Minimum Wages Act.	363 (90.75)	37 (9.25)	400 (100)
6	Payment of Bonus Act.	396 (99)	4 (1)	400 (100)

FINDING

Women employees of this industry work in different processes. Some works are very easy and others are not. The researcher has classified the worker feelings into very hard, hard, manageable and easy. About three-fourth of them felt that their work has hard and manageable.

As per survey made, it is inferred that the employees are sticking to their jobs to earn their livelihood because majority of them said that there was 'no other go'.

As per investigation made, wage management 33.33 %, ESI provision 6.25 % PF provision 10.42 % workman compensation 10.42 %, leave with wage benefits 12.50 %, method of computation of bonus 18.75 % and factory rules 8.33 % were the areas of non-compliance.

Out of two-third of the respondents said that they were treated in a friendly, 21.8 % reported that democratic and autocratic manner, 10.8 % felt that an democratic manner and about two-third of the respondents were satisfied with their bonus and one-third of them were not.

Out of the 400 respondents, 190 said that the repayment of advance was easy whereas 210 informed that the repayment was difficult for them.

Since the calculated value is greater than the table value for all statements such as training policy, wage policy, performance appraisal, welfare measures, provisions for special benefits, redressal of employees' grievances and job security, the null hypothesis were rejected. Hence it is concluded that the job factors have close relationship with job satisfaction.

Every weaving industry should care and maintain their mills. They should have open space and garden. About 97.8 % of women employees were satisfied with these provision given in their mills.

CONCLUSION

The weaving mills are in different sizes. They admit both men and women for employment .They adhere to the government rules and regulation. Some of the weaving mills provide all facilities, wages, bonus and job factors and so on were considered by the researcher to assess the level of job satisfaction.

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