

Fringe benefits for labours in Spinning Mills: a study on Tirunelveli District, Tamilnadu

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Abstract: The present examination exemplifies fringe benefits for labours in spinning mills. An audit of specialists in various parts of industry is vital as in our creating economy a large portion of the new openings for work are in these territories. In a few enterprises where specialists have been generally utilized the decrease in number has been irritatingly a harp because of different reasons. The cotton business is a model. Put together up with respect to this, the present examination will investigate the issues and prospects of ladies laborers in cotton plants ventures.

Keywords: Bonus, employment, Wage, Community.

1. STATEMENT OF THE PROBLEM

Cotton industry is the biggest boss next just to horticulture which is the backbone of the economy. The nation pursues extremely strict work laws which oversee entomb alia wellbeing, lighting, working conditions, age at section, and confinement on capacity to anticipate fire perils, payments, and welfare administrations, managed by ever-careful work officers of the state governments. Tamil Nadu has dependably been one of India's boss mechanical development focuses. Tamil Nadu cotton area makes 50 lakh business openings through immediate and roundabout way. Cotton organizations worked in Tamil Nadu are gathered into Coimbatore, Madurai, and Virudhunagar locale. Tirunelveli cotton industry goes under the Virudhunagar locale. Tirunelveli District a standout amongst the most essential area in Tamil Nadu, that impacts a sizable commitment to the economy of Tamil Nadu through the horticultural and cottons, as the vast majority of the general population include the farming and turning works.

The cotton area contributes 76.47% to the economy of Tirunelveli District from around 12 turning factories running in the District. Turning factories have a potential for expansive degree for riches creation and it produces greater business opportunity. Amid 2011 censuses, ginning, turning and weaving factories have kept on closing at the rate of 28 processes generally shut down in light of monetary challenges, declining local and fare request, rising creation costs, decreased benefits and government forced work advertise rigidities. Turning plant Processing to universal principles in view of the high capital expenses related with the buy of current hardware. Yarn handling as cotton yarn. Turning factory preparing and Fabric handling have curious issues, along these lines the preparing segment of turning plant ought to be given due thought.

So the present examination exemplifies "A Study on working conditions of labours in Spinning mills, Tirunelveli District". An audit of specialists in various parts of industry is vital as in our creating economy a large portion of the new openings for work are in these territories. In a few enterprises where specialists have been generally utilized the decrease in number has been irritatingly a harp because of different reasons. The cotton business is a model. Put together up with respect to this, the present examination will investigate the issues and prospects of ladies laborers in cotton plants ventures.

2. REVIEW OF LITERATURE

Jabadurai (2013) in their investigation titled "status of works in turning factories of Rajapalayam" to break down the current work welfare measures and different issues in working conditions. The aftereffects of the investigation demonstrate that works feel that working states of the turning plants is great yet medicinal arrangement, welfare offices, leave offices, correspondence framework offered by the turning factories are just normal dimension. This investigation inferred that offices in the turning plants should be enhanced to enhance the fulfillment of the works.

Garg et al (2013) for their investigation titled "assessing work welfare enactments and measures – an investigation of cotton material in Punjab". The result of the examination may assist the association with differentiating the fantastic components from disappointing ones and to find a way to enhance the work welfare offices which thus will build the specialists proficiency and efficiency. It is proposed that material industry gave the welfare measures profoundly profited by laborers and enhancements are required in the flask offices.

Ranjit (2012) has displayed the financial emergency has influenced the material part with the end goal that huge numbers of the material factories were not able proceed and were shut. Specialists were given successive lay-off, conservation and even ended from occupation by methods for enormous pay. A large number of the welfare measures were pulled back or not legitimately actualized to the laborers. This circumstance emerge an inquiry on their activity fulfillment. Therefore, it is vital to have substantial measure on employment fulfillment of these laborers. The examination centers around dimension of employment fulfillment and statistic factors that impact work fulfillment. Spellbinding examination configuration is received and the universe is the specialists of the chosen material plants enrolled under South Indian Mills Association (SIMA). The analyst received arbitrary testing for choosing the example and test size of was 328. The scientist utilized Job Satisfaction Scale created by B.L. Dubey, C.K. Maini and K.K. Uppal. The information were dissected utilizing different measurable apparatuses like mean, standard deviation, t-test, coefficient of relationship and ANOVA. The investigation inferred that material factory specialists had moderate dimension of occupation fulfillment and found that statistic factors do impacts the dimension of employment fulfillment.

Dos (2012) made an investigation entitled "Inspiration Practices in Textile Industry in Madurai District" having targets of knowing the activity fulfillment among the representatives. Occupation fulfillment of representatives relies on their social – monetary profiles. This examination an endeavor has been made to break down the inspiration and employment fulfillment. Inspiration is the procedure which impacts individuals to act and decide the hierarchical effectiveness. Inspiration helps in fulfilling individual and in addition bunch needs of representatives. At the point when representatives are appropriately roused they go through their aptitude and information to their most extreme to demonstrate better outcomes to the administration. Then again, low occupation fulfillment prompts work issues, work turnover, non-appearance and other negative impacts. The examination is an endeavor that the inspiration rehearses in material industry.

Jaiswal (2011) had made an endeavored on word related wellbeing capacity among the female material specialists, in the material business has been seen since the 1970s. A contaminant of crude cotton fiber and cotton dust has been proposed as an influencing operator that may fall apart the respiratory capacity. Present examination expected to discover the components related with the weakening of respiratory capacity among female material specialists. The example comprised of 243 men over the age of 20 years who had worked for something like 3 months years in a material plant and 235 female non material laborers of same territory were examined. Every one of the respondents were met by a pretested poll to assemble data with respect to the chest manifestations, certain individual attributes and word related history. Factual investigations like Chi-square and chances proportion was done to decide the huge contrast between female material laborers and female non material specialists. Univariate investigation of the components for symptomatic demonstrated that dusty worksites, overwhelming smoking and term of administration years were huge. Strategic relapse examination demonstrated that working in the scouring (chances proportion 11.0), turning (chances proportion 4.7) and weaving segments (chances proportion 2.6), substantial smoking (chances proportion 12.4) and over 10 years of administration (chances proportion 2.8) were autonomous critical hazard factors. Endeavors to diminish dust levels in the workplace and to demoralize smoking among material specialists should be reinforced to limit the danger of creating byssinosis.

3. METHODOLOGY

The present paper is explanatory – cum – descriptive in nature. The present investigation has utilized both primary and secondary information for getting fundamental data. The disproportionate sampling technique was embraced in the present investigation to choose the example respondents. It is a technique in which a total rundown of the populace is accessible from six factories where tests are to be drawn. In the present research considers, the aggregate populace or universe is 956 works are working in the six plants. Out of the 956 working works, 25 percent were chosen i.e., 239 specialists are chosen as test. The determination for the examination has been worked out in this way: $956/239 = 4$. Consequently, every fourth work was chosen as test as per the name enroll accessible in the concerned plant.

4. FRINGE BENEFITS

Impact of Sex

The results of t test for the impact of being sex on evaluation of fringe benefits in the spinning mills are presented in table 1 ‘t’ test was used to test the null hypothesis of “there exists no significant difference on the evaluation of fringe benefits (accommodation facilities and loan facilities) male and female labour”.

Table 1: Fringe benefits and Sex

Factor	Sex			Std.	Calculated	Significance
		N	Mean	Deviation	‘t’ value	
Accommodation Facilities	Male	190	8.72	2.992	-.816	0.426
	Female	160	9.02	3.968	-.797	
Loan facilities	Male	190	13.69	7.152	-.586	0.525
	Female	160	14.19	8.592	-.577	

Source: Primary Data

It is found from the table 1 that the t value is 0.797 (p=0.426) for accommodation and t value is 0.577 (p=0.526) for loan facilities. Hence the null hypothesis is accepted. It is inferred that there is no significant difference between male and female labour in evaluating the accommodation facilities and loan facilities at 95 % level of significance.

Impact of Nature of Employment

The results of t test for the impact of being nature of the employment on evaluation of fringe benefits in the spinning mills are presented in table 2 ‘t’ test was used to test the null hypothesis of “there exists no significant difference on the evaluation of fringe benefits (accommodation facilities and loan facilities) Regular and Temporary.

Table 2: Fringe benefits and Nature of employment

Factor	Nature of Employment	N	Mean	Std. Deviation	Calculated ‘t’ value	Significance
Accommodation facilities	Regular	142	9.10	3.819	1.063	0.304
	Temporary	208	8.70	3.211	1.029	
Loan facilities	Regular	142	13.09	8.680	-1.638	0.115
	Temporary	208	14.49	7.169	-1.581	

Source: Primary Data

It is found from the table 2 that the t value for accommodation facilities is 1.029 (p=0.304) and t value for loan facilities is 1.581 (p=0.115). Hence, null hypotheses for accommodation facilities and loan facilities are accepted. It is inferred that there is no significant difference between regular and temporary evaluating the accommodation facilities and loan facilities at 95 % level of significance.

Impact of Wage

The results of t test for the impact of being wage on evaluation of fringe benefits in the spinning mills are presented in table 3 ‘t’ test was used to test the null hypothesis of “there exists no significant difference on the evaluation of fringe

benefits (accommodation facilities and loan facilities) between low earners and high earners. The median is taken as cut off point to categories the labourers into low wage earners and high wage earners”.

Table 3: Fringe benefits and wage

Factors	Total Wage	N	Mean	Std. Deviation	Calculated 't' value	Significance
Accommodation facilities	High Earner	184	8.33	3.189	-3.034	0.003
	Low Earner	166	9.45	3.680	-3.012	
Loan facilities	High Earner	184	13.69	7.003	-.577	0.569
	Low Earner	166	14.17	8.679	-.577	

Source: Primary Data

It is found from the table 3 that the t value for accommodation facilities is 3.012 (p=0.003) and t value for loan facilities is 0.577 (p=0.569). Hence, null hypothesis for accommodation is rejected and the null hypothesis for loan facilities is accepted. It is inferred that there is a significant difference between low wage earners and high wage earners in evaluating the accommodation facilities at 95 % level of significance. And it is also inferred that there is no significant difference between low wages earners and high wage earners in evaluating loan facilities at 95 % level of significance.

Relationship of Community with Fringe Benefits.

The details of community wise score for the factors accommodation facilities and loan facilities in the spinning mills are presented in table 4. The data is tested with chi-square analysis for the hypothesis “there exists no significant relationship between community of the labour and their satisfaction on fringe benefits (accommodation facilities and loan facilities)”.

From the table 4 Chi-square value of 20.160 (d.f 4) (p=0.000), for accommodation facilities and chi-square value of 10.955 (d.f 4) (p=0.000) it is inferred that the null hypotheses are rejected and there exists significant relationship between community of the labours and their satisfaction on fringe benefits (accommodation facilities and loan facilities) at 95 % level of significance.

Table 4: Community wise satisfaction on fringe benefits

Community	Accommodation facilities			2 Value	Loan Facilities			2 Value	Total
	Low	Medium	High		Low	Medium	High		
BC	12	61	8	20.160 (d.f 4) P=0.000	8	55	18	10.955 (d.f 4) P=0.000	81
MBC	9	52	2		3	50	10		63
SC	40	120	46		34	121	51		206
Total	61	233	56		45	226	79		350

Source: Primary Data

Relationship of Educational Qualifications with Fringe Benefits.

The details of educational qualifications wise score for the factors accommodation facilities and loan facilities in the spinning mills are presented in table 5 The data is tested with chi-square analysis for the hypothesis “there exists no significant relationship between educational qualification of the labour and their satisfaction on fringe benefits (accommodation facilities and loan facilities)”. From the table 4.40 Chi-square value of 7.581 (d.f 6) (p=0.270), for accommodation facilities and chi-square value of 21.345 (d.f 6) (p=0.002) it is inferred that the null hypotheses is accepted for accommodation facilities and the null hypothesis is rejected for loan facilities. Hence there exists no

significant relationship between educational qualification of labours and their satisfaction on accommodation facilities at 95% level of significance. However, there exists a significant relationship between educational qualification of labours and their satisfaction on loan facilities at 95% level of significance.

Table 5: Educational Qualifications wise satisfaction on fringe benefits

Educational qualification	Accommodation facilities				Loan Facilities				Total
	Low	Medium	High	² Value	Low	Medium	High	² Value	
Uneducated	9	26	5	7.581 (d.f 6) P=0.270	2	30	8	21.345 (d.f 6) P=0.002	40
Upto 5th Std	10	46	12		12	43	13		68
Upto 8th Std	19	57	22		23	55	20		98
SSLC & Above	23	104	17		8	98	38		144
Total	61	233	56		45	226	79		350

Source: Primary Data

Relationship of Nature of Employment with Fringe Benefits.

The details of nature of employment wise score for the factors accommodation facilities and loan facilities in the spinning mills are presented in table 6 The data is tested with chi-square analysis for the hypothesis “there exists no significant relationship between nature of employment of the labour and their satisfaction on fringe benefits (accommodation facilities and loan facilities)”.

Table 6: Nature of employment wise satisfaction on fringe benefits

Nature of employment	Accommodation facilities				Loan Facilities				Total
	Low	Medium	High	² Value	Low	Medium	High	² Value	
Regular	26	80	36	16.927 (d.f 2) P=0.000	35	76	31	30.143 (d.f 2) P=0.000	142
Temporary	35	153	20		10	150	48		208
Total	61	233	56		45	226	79		350

Source: Primary Data

From the table 6 Chi-square value of 16.927 (d.f 2) (p=0.000), for accommodation facilities and chi-square value of 30.143 (d.f 2) (p=0.000) it is inferred that the null hypotheses are rejected and there exists significant relationship between nature of employment of the labours and their satisfaction on fringe benefits (accommodation facilities and loan facilities) at 95 % level of significance.

Relationship of Length of Services with Fringe Benefits.

The details of length of services wise score for the factors accommodation facilities and loan facilities in the spinning mills are presented in table 7 The data is tested with chi-square analysis for the hypothesis “there exists no significant relationship between length of services of the labour and their satisfaction on fringe benefits (accommodation facilities and loan facilities)”.

Table 7: Length of services wise satisfaction on fringe benefits

Length of service	Accommodation facilities				Loan Facilities				Total
	Low	Medium	High	2 Value	Low	Medium	High	2 Value	
Less than 2 Years	15	28	13		14	24	18		56
2 to 5 Years	27	68	31		18	66	42		126
6 to 10 Years	11	48	7	42.192	11	42	13	59.274	66
				(d.f 10)					
11 to 15 Years	3	46	1	P=0.000	0	49	1	(d.f 10)	50
16 to 20 Years	0	17	3		0	18	2	P=0.000	20
Above 20 Years	5	26	1		2	27	3		32
Total	61	233	56		45	226	79		350

Source: Primary Data

5. CONCLUSION

Giving welfare to the work is an essential obligation of the organizations as the welfare of the work will think about the execution of the business and in this way the economy of the country. Statistic status of the work more often than not influence the assessment procedure of the work identifying with the welfare offices, in this way empowering the administration to exercise obvious methodologies to counter the shortcomings and subsequently improving the fulfillment. It is difficult to come to realize that dominant part of the work don't have the attention to the advantages of even the work welfare support even after the administration attempted to build the proficiency rate. So welfare is the pivot that spins the two wheels of the work and the administration.

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