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A STUDY ON INDUSTRIAL RELATION IN SIRUVANI CLOTHING, COIMBATORE

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ABSTRACT

The title of the project is “INDUSTRIAL RELATION IN SIRUVANI CLOTHING PRIVATE LIMITED, COIMBATORE”. The core objective of the research is to make out the industrial relation. The research design used in this study is descriptive research design. A sample size of 105 employees was randomly selected from Siruvani clothing private limited. Data was collected by survey method through prepared questionnaire. The primary data was collected through questionnaire and secondary data from websites, journals, magazines, and library. The term “Industrial Relations” comprises industry and relation. ‘Industry means any productive activity in which an individual is engaged’, and Relations means ‘The relations that survive in the industry between the employer and his workmen’. “Industrial relation is an art, the art of living together for purposes of production”. The study was done through simple percentage and chi-square test. From the analysis it found that their contented with working place and safety measures provided by the organization.

INTRODUCTION

Harmonious industrial relation is a pre-requisite for rapid industrialization, economic growth and for promoting social justice. In the developing economy of a country whose social and political institutions are also in the process of change and growth. The government has to assume a more active role to give direction to social change and to create conditions for

unhampered economic development. A pattern of industrial relations in passing through a new phase and meeting with fresh challenges in the crucial period of industrial development requires a voluntary and whole hearted co-operation between the employer and employee. Industrial relations has become one of the most delicate and complex problems of modern industrial society. Industrial progress is impossible without cooperation of labors and harmonious relationships. Therefore, it is in the interest of all to create and maintain good relations between employees (labor) and employers (management). The term industrial relations explains the relationship between employees and management which stem directly or indirectly from union-employer relationship. Industrial relations are the relationships between employees and employers within the organizational settings. The field of industrial relations looks at the relationship between management and workers, particularly groups of workers represented by a union. Industrial relations are basically the interactions between employers, employees and the government, and the institutions and associations through which such interactions are mediated. The term industrial relations has a broad as well as a narrow outlook. Originally, industrial relations were broadly defined to include the relationships and interactions between employers and employees. From this perspective, industrial relations cover all aspects of the employment relationship, including human resource management, employee relations, and union-management (or labor) relations. Now its meaning has become more specific and restricted. Accordingly, industrial relations pertains to the study and practice of collective bargaining, trade unionism, and labor-management relations, while human resource management is a separate, largely distinct field that deals with nonunion employment relationships and the personnel practices and policies of employers. The relationships which arise at and out of the workplace generally include the relationships between individual workers, the relationships between workers and their employer, the relationships between employers, the relationships employers and workers have with the organizations formed to promote their respective interests, and the relations between those organizations, at all levels. Industrial relations also includes the processes through which these relationships are expressed (such as, collective bargaining, workers' participation in decision-making, and grievance and dispute settlement), and the management of conflict between employers, workers and trade unions, when it arises.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To study the industrial relation in Siruvani clothing private limited, Coimbatore.

SECONDARY OBJECTIVE

- To study the relationship between employees and employer.
- To study about the reduce conflict of the organization.
- To study the extent and maintain industrial democracy.
- To study the different welfare schemes provided by the organization.

SCOPE OF THE STUDY

- To study the safety measures of the employees in the organization.
- To study the working conditions in the organization.
- To study the satisfaction level of employees in the organization.
- To study the productivity level of employees in the organization.
- The management must make awareness to its employees about the future scope in the organization concerning with its multiproject.

LIMITATIONS OF THE STUDY

- Duration was limited so in depth study can not done.
- The sample size was limited 105 respondents.
- Some of the respondents were hesitated to give correct response.
- Purely dependent upon the information by respondents, so it may be according to the view of the respondents and so may not be accurate.

COMPANY PROFILE

Siruvani group of companies was established in the year 1994. We have vertical setup in manufacturing of cotton yarn, fiber / yarn dyeing & garments. We are specialized in manufacturing of Specialty Yarns and functional Garments.

MISSION STATEMENT

Our mission is to enhance benefits for the value chain by consistently focusing on providing better value to our customers.

QUALITY POLICY

- ◆ Our aim is to work towards enhancing the satisfaction of our customer by focusing on consistency in product quality, timely delivery & good customer service.
- ◆ To achieve this , we shall
- ◆ Inculcate professional approach in all our activities.
- ◆ Provide thrust on continual improvement.

- ◆ Establish & nurture mutually beneficial relationship with all in the value chain.
- ◆ Aim towards being socially and environmentally responsible organization.

FACTORY SETUP

SPINNING

- ◆ We have 3000 spindles textile mill with complete process for the manufacture of mélange yarns.
- ◆ We have the state of art machinery's like auto leveller Carding machine, auto leveller Drawframe, combers, lakshmi reiter ring frames, & electronic yarn clearers.
- ◆ We have equipped to manufacture even the small lot size of 10 kgs. of yarn in any shade, count & blend.
- ◆ We specialize in the following
100% cotton mélange, cotton / linen mélange, Special effects like slub, neb, & glittering.
- ◆ We can match any mélange shade with any blend within 48hrs.
- ◆ We have more than 5000 melange shades.

PROCESSING

- ◆ We have installed high temperature high pressure dyeing machine to dye both fibre & yarn.
- ◆ We have installed space dyeing machine with 8 colour printing in one cheese.
- ◆ We have installed an effluent treatment plant with reverse osmosis system for both dye bath & wash water.
- ◆ We have mechanical system to dry the rejects of RO effluent. The treated Water is reused back in our dyeing process.
- ◆ We have developed more than 10000 shades & equipped with laboratory to develop the new shades & test all the products.

REVIEW OF LITERATURE

For any research endeavor, a thorough review of literature is of paramount importance. Such an effort will highlight the past attempts made and provide clear comprehension of similar studies.

According to **V. Agnihotri**, industrial relation is industrial workers' relation with their management, which directly or indirectly refers to trade union and management relationship. **Henry Richardson** defines industrial relation as an art of living together for productivity.

The Oxford Dictionary defines industrial relations (IR) as the "interaction between employers, employees, and the government; and the institutions and associations through which such interactions are mediated." Sometimes treated as the equivalent of labor relations, industrial relations considers the impact of these interactions on humans and organizations. This article considers industrial relations from the perspectives of researchers, governments, managers and workers.

Khan Sarfaraz Ali In the term Industrial Relation (IR), Industry means any productive work or more specifically production process and Relation is human relation in the production process. Thus, industrial relations mean relationship between management and employees; and relationship among the employees in the course of running of an industry or organization.

In the opinion of **Arun Monappa**, industrial relation is a set of functional interdependence involving historical, economical, social, psychological, demographic, technological occupational, political and legal variables. In view of the definitions, industrial relation comprises of all the issues of industrial life allied to wages, conditions of work and work place, trade unionism, industrial hazards, fatigue, monotony, absenteeism, labour turnover, productivity, collective bargaining etc. Industrial relation is treated as a measuring instrument for industrial productivity.

RESEARCH METHODOLOGY

Type of study : Descriptive; Source of data : Primary data and Secondary data

Sample unit : The employees of Siruvani clothing private limited, Coimbatore.

Sample size : 105; Research instrument : Questionnaire;

TOOLS USED : Percentage Analysis, Chi-Square Test.

ANALYSIS AND INTERPRETATION

OPINION OF THE RESPONDENTS RELATIONSHIP WITH SUPERIORS

| Opinion About Relationship With Their Superiors | No. Of Respondents | Percentage |
|---|--------------------|------------|
| Excellent | 25 | 24% |
| Good | 38 | 36% |
| Satisfactory | 35 | 33% |
| Poor | 7 | 7% |

| | | |
|-------|-----|------|
| Total | 105 | 100% |
|-------|-----|------|

INTERPRETATION

The above table shows that 36% of the respondents said that their relationship with superior is good, 33% of the respondents said that their relationship with superior is satisfactory, 24% of the respondents said that their relationship with superior is excellent and remaining 7% of the respondents said that their relationship with superior is poor.

INTERPRETATION

The table shows that 66% of the respondents said that their relationship with co-workers is good, 34% of the respondents said that their relationship with co-workers is excellent.

CHI-SQUARE TEST

Aim

To test whether there is a significant difference between experience and the opinion on wages.

Null Hypothesis(H₀)

There is no significant difference between experience and the opinion on wages.

Alternative Hypothesis(H₁)

There is a significant difference between experience and the opinion on wages.

| Opinion on wages Experience | Highly satisfied | Satisfied | Dissatisfied | Highly Dissatisfied | Total |
|-----------------------------------|---------------------|-----------|--------------|------------------------|-------|
| Less than 1 year | 2 | 2 | 1 | 3 | 8 |
| 1-5 year | 1 | 1 | 11 | 7 | 20 |

| | | | | | |
|---------------|---|----|----|----|-----|
| 6-10 year | 1 | 4 | 15 | 2 | 22 |
| Above 10 year | 0 | 5 | 45 | 5 | 55 |
| Total | 4 | 12 | 72 | 17 | 105 |

The expected frequencies are given below:

Expected frequency=Row total * Column total / Grand total

$E(2) = 4*8/105 = 0.305$, $E(2) = 12*8/105 = 0.914$, $E(1) = 72*8/105 = 5.486$,
 $E(3) = 17*8/105 = 1.295$, $E(1) = 4*20/105 = 0.762$, $E(1) = 12*20/105 = 2.286$,
 $E(11) = 72*20/105 = 13.714$, $E(7) = 17*20/105 = 3.238$, $E(1) = 4*22/105 = 0.838$,
 $E(4) = 12*22/105 = 2.514$, $E(15) = 72*22/105 = 15.086$,
 $E(2) = 17*22/105 = 3.562$, $E(0) = 4*55/105 = 2.095$, $E(5) = 12*55/105 = 6.286$,
 $E(45) = 72*55/105 = 37.714$, $E(5) = 17*55/105 = 8.905$

Degree of freedom= (r-1) (c-1), = (4-1) (4-1), = (3) (3) = 9

CALCULATION TEST STATISTICS

TABLE FOR CHI-SQUARE

| O | E | O-E | (O-E) ² | (O-E) ² /E |
|----|--------|--------|--------------------|-----------------------|
| 2 | 0.305 | 1.695 | 2.873 | 9.4196 |
| 2 | 0.914 | 1.086 | 1.179 | 1.3909 |
| 1 | 5.486 | -4.486 | 20.124 | 3.6682 |
| 3 | 1.295 | 1.705 | 2.907 | 2.2448 |
| 1 | 0.762 | 0.238 | 0.057 | 3.2085 |
| 1 | 2.286 | -1.286 | 1.654 | 0.7234 |
| 11 | 13.714 | -2.714 | 7.366 | 0.5371 |
| 7 | 3.238 | 3.762 | 14.153 | 4.3708 |
| 1 | 0.838 | 0.162 | 0.026 | 0.0313 |

| | | | | |
|----|--------|--------|--------|----------------|
| 4 | 2.514 | 1.486 | 2.208 | 0.8784 |
| 15 | 15.086 | -0.886 | 7.396 | 4.9026 |
| 2 | 3.562 | -1.562 | 2.439 | 0.6849 |
| 0 | 2.095 | -2.095 | 4.389 | 2.095 |
| 5 | 6.286 | -1.286 | 1.654 | 0.2631 |
| 45 | 37.714 | 7.286 | 53.086 | 1.4076 |
| 5 | 8.905 | -3.905 | 15.249 | 1.7124 |
| | | | | 37.5386 |

Chi-square Result:

Calculated Chi-square value = 37.5386, Degree of freedom = 9, Table value = 16.919, Level of significant = significant At 5% level.

INTERPRETATION

Alternative $n=9$, Degree of freedom at 5% level of significance the tabulated value is 16.916. Calculated value of chi-square is higher than the tabulated value of chi-square.

Hence alternative hypothesis is accepted and null hypothesis is rejected. Therefore there is significant difference between the experience and opinion on wages.

CHI-SQUARE TEST

Aim

To test whether there is a significant difference between age and the safety measures.

Null Hypothesis(H_0)

There is no significant difference between age and the safety measures.

Alternative Hypothesis(H_1)

There is a significant difference between age and the safety measures.

| <div> <div>Safety measures</div> <div>Age</div> </div> | Satisfactory | Poor | Total |
|--|--------------|------|-------|
| Below 20 years | 3 | 2 | 5 |
| 21 – 30 years | 32 | 8 | 40 |
| 30 – 40 years | 29 | 10 | 39 |
| Above 40 years | 18 | 3 | 21 |
| Total | 82 | 23 | 105 |

The expected frequencies are given below:

Expected frequency=Row total * Column total / Grand total

$E(3) = 82 \times 5 / 105 = 3.905$, $E(2) = 23 \times 5 / 105 = 1.095$, $E(32) = 82 \times 40 / 105 = 31.238$, $E(8) = 23 \times 40 / 105 = 8.762$, $E(29) = 82 \times 39 / 105 = 30.457$, $E(10) = 23 \times 39 / 105 = 8.543$, $E(18) = 82 \times 21 / 105 = 16.4$, $E(3) = 23 \times 21 / 105 = 4.6$

Degree of freedom = (r-1) (c-1), = (4-1) (2-1)=3

CALCULATION TEST STATISTICS

TABLE FOR CHI-SQUARE

| O | E | O-E | (O-E) ² | (O-E) ² /E |
|----|--------|--------|--------------------|-----------------------|
| 3 | 3.905 | -0.905 | 0.819 | 0.2097 |
| 2 | 1.095 | 0.905 | 0.819 | 0.7479 |
| 32 | 31.238 | 0.762 | 0.58 | 0.018 |
| 8 | 8.762 | -0.762 | 0.58 | 0.0663 |

| | | | | |
|----|--------|--------|-------|---------------|
| 29 | 30.457 | -1.457 | 2.123 | 0.0697 |
| 10 | 8.543 | 1.457 | 2.123 | 0.2485 |
| 18 | 16.4 | 1.6 | 2.56 | 0.1561 |
| 3 | 4.6 | -1.6 | 2.56 | 0.5565 |
| | | | | 2.0733 |

Chi-square result:

Calculated chi-square value=2.0733, Degree of freedom = 3, Table value =7.815, Level of significant =Significant at 5% level.

INTERPRETATION

At n=3,degree of freedom at 5%,level of significance the tabulated value is =7.815, calculated value of chi-square is higher than the tabulated value of chi-square.

Hence alternative hypothesis is accepted and null hypothesis is rejected. Therefore there is significant different between the age and the safety measures.

FINDINGS

A piece of information obtained from an observation .It is facts and figures collected by a researcher to satisfy the objective of the research.

- ◆ 38% of the respondents are in the age group of 21-30 years.
- ◆ 58% of the respondents are male.
- ◆ 67% of the respondents are married.
- ◆ 40% of the respondents have studied 12th standard.
- ◆ 52% of the respondents have experience with above 10 years.
- ◆ 69% of the respondents are dissatisfied with their wages.
- ◆ 59% of the respondents are highly satisfied with the cleanliness.
- ◆ 78% of the respondents are satisfied with safety measures provided by the organization.
- ◆ 55% of the respondents are highly satisfied with the ventilation provided by the organization.
- ◆ 57% of the respondents reported lighting facility provided by the organization is good.

- ◆ 42% of the respondents are satisfied with the temperature in their working place.
- ◆ 36% of the respondents said that their relationship with superior is good.
- ◆ 72% of the respondents are highly satisfied in the first aid facility provided by the organization.
- ◆ 66% of the respondents said that their relationship with co-workers is good.
- ◆ 50% of the respondents are satisfied in the toilet facility.
- ◆ 41% of the respondents said that the rest shed is in poor conditions.
- ◆ 51% of the respondents are satisfied with the canteen facility provided by the organization.
- ◆ 40% of the respondents gave neutral opinion about the transportation facility provided by the organization.
- ◆ 89% of the respondents said that good safety measures is one of the contributing factors of industrial relations.
- ◆ 92% of the respondents said that good wage structure is one of the contribute factors of industrial relation.

SUGGESTION

It is an idea or proposal put forward for consideration where the deliberate introduction to somebody's mind of an opinion, belief. So that it is accepted on as that persons own idea. The management can only take some steps to minimize the unnecessary and create a good environment to work.

- ◆ A considerable number of respondents expressed their dissatisfaction about wages. It is an important for the management to give an attention to wages, it will lead to good and healthy relations between employees and employer.
- ◆ Most of respondents expressed that their relationship with their superior is good.
- ◆ To extent the facility in the organization.
- ◆ Organization may adopt industrial policies.
- ◆ Economic policy and financial position of the organization must be well organized.
- ◆ There must be a well-planned communication system in the organization to pass on information and get feed back from the employees. Should ensure better working conditions, living conditions and reasonable wages.

CONCLUSION

- A conclusion is one which is arrived after the consideration of evidence and argument. It is reached after examination or investigation.
- It is concluded that the relationship existed between the employers and employees in Siruvani clothing private limited is good.
- The employees are satisfied with their cleanliness, lighting facility, ventilation, safety measures provided by the organization. They are highly satisfied with their working conditions. The workers also co-operate with the management and it helps to improve their efficiency by which the

industrial target is achieved and thus better industrial relation can be achieved.

- Introducing a suitable system of employees education and training and also develop employees to adapt themselves for technological, social, and economic changes. The research work done will be useful for the management and employees of the organization to know the industrial relation.

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WEBSITES

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