



A STUDY ON WORKING CONDITION OF SUGAR FACTORY LABOURS AT SOUTH GUJARAT REGIONS

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ABSTRACT

Working condition is one of the major challenges that managers faced regarding managing Labours within the organization. Satisfied Labours live for extended periods of time, have stronger immune systems and endure better satisfied jobs. The present study aim to this research is to review the working dynamics and the labours perception towards the working condition of the in-Sugar Factory in South Gujarat region. Total of 100 Labours were investigated by structured questionnaires. The data was analyzed using SPSS software. A Likert type scale was used to evaluate answers varying from strongly agree to strongly disagree. Validity & reliability test were applied to ensure the suitability of data & authenticity of responses. Non-Parametric & Parametric test were used Reliability Statistic, CHI - SQUARE Test & DESCRIPTIVE ANALYSIS TEST. The study factor was such as working condition, working dynamics and Labour perception This article aims to provide a basic working condition, facilities and amenities to the labours of the Sugar Factory.

Keywords: Working Condition, Dynamics of the working condition, Perception of the labours & Work Environment.

1. INTRODUCTION

Working conditions refers to the working environment and aspects of an employee's terms and conditions of employment. This covers such matters as: the organization of work and work activities; training, skills and employability; health, safety and well-being; and working time and work-life balance. Pay is also an important aspect of working conditions. Working conditions are at the core of paid work and employment relationships. Generally speaking, working conditions cover a broad range of topics and issues, from working time (hours of work, rest periods, and work schedules) to remuneration, as well as the physical conditions and mental demands that exist in the workplace

2. LITERATURE REVIEW

(Robertson, Hongyang Di, Rusilla Brown, & Rajeev Dehejia, SEPTEMBER 2016) Developing country labor practices and the working conditions that result from them are both generally poor and increasingly drawing attention from governments, corporations, and the popular media. This review provides an introduction to some of the leading academic literature and ideas that are important for understanding the persistence of poor labor practices and possible policies to address these conditions. The literature is reviewed with the goal of moving from the root causes of poor conditions to innovative solutions. Several such solutions, such as the Better Work program, are discussed. (Patnaik, Ipseeta Satpathy, & Anibran Mandal, JULY 2014) In modern era there are so many problems as population, crime, child labour, alcoholism, corruption and so on. But a Jhuggi Jhopadi is one of the top most problems of modern Odisha. We can't think of any city without Jhuggi Jhopadi. We can see two cultures in a city, as if they two sides of the same coin, i.e., existence of poverty amidst plenty. There are no basic facilities as drinking water, toilet, roads, electricity, primary health center, school etc. The atmosphere of Jhuggi Jhopadi is full of lingered dust and crowd. The researcher has selected three slums in the city for the study and studied all kinds of problems of Jhuggi Jhopadi as family, relationship between husband-wife and children's socializations, culture, occupation, income and so on. (Pankaj, V. Dolas, & Dr. Sunil G Losarwar, 2010) The study highlights that unorganized sector tries to earn maximum profits and this thinking is said to be unethical as they believe that ethical standards may cause them reduction in their profitability. The Corporate responsibilities of beedi industry is very much high because it deals with the product which is no way useful to the healthier society it only generates profits and entire benefits goes to the management though millions of workers are engaged, they get very nominal in case of each worker after the great hardship at the cost of health and life of workers and their family members due to regular contact with the tobacco. (Baum, 2007) This paper addresses labour market insularity in the context of a specific sub-sector of healthcare management, that of catering and facilities. The paper is set in the context of growing public interest in the non-clinical environment of hospitals and other healthcare facilities has recently been greatly sharpened by political debate and professional concern (Ipseeta & b Chandra Mohan Patnaik, 2017) In this paper the researcher tries to make an effort to understand the working and living conditions of workers in the unorganized sector and tried to identify the gaps between organized and unorganized sector.

3. RESEARCH OBJECTIVES

The aim of the research is to study the following objectives:

- To study the various dynamics of working condition of the labours in South Gujarat region.

- To study the labours perception towards the working condition at factory

4. RESEARCH METHODOLOGY

This study is based on primary data as the secondary information is not suitable for quantitative scale measurement. A detailed structured survey questionnaire was used to collect data from the participants' convenience sampling method from major organization. 200 questionnaires were distributed in the organization. At the end to collect data 100 respondents were received. Finally, the valid data (n) used for this study stood at 100. The survey was conducted during December 2021 to April 2022 by face-to-face interviews in the organization. Statistical methods used to analyze the data that we collected from the respondents is statistical software SPSS for the statistical analysis. During this study, the responses and information collected from the survey were tested using statistical techniques like Cronbach's alpha were used to test normality. The data collected from 100 respondents were analyzed using descriptive statistics. In addition, Chi -Square test was used to analyze the dynamics of the working condition and descriptive analysis was used to analyze the perception of the labour towards the organizations working condition.

5. FINDINGS OF THE STUDY

- **RELIABILITY STATISTICS**

Cronbach's Alpha	Cronbach's Alpha Based on SD
.860	.861

Source: Field Survey

- **RELIABILITY TEST:** The alpha coefficient is .860, therefore, it suggests that the measurement scale items are having relatively high internal consistency, so it is considered to be scale for measuring workplace spirituality is reliable & the questionnaire is accepted for the study.

- **DEMOGRAPHIC PROFILE**

Frequency

Variable	Frequency	Percent (%)
Gender (n=100)		
Male	85	85.0
Female	15	15.0
Age (n=100)		
Less than 25	17	17.0
25 - 35	23	23.0
35 - 45	30	30.0
Above 45	31	31.0
Qualification (n=100)		
Less than SSC	7	7.0
SSC Pass	13	13.0
Less than HSC	16	16.0
HSC Pass	64	64.0
Marital Status (n=100)		
Married	72	72.0
Unmarried	28	28.0
Work Experience (n=100)		
Less than 5 years	22	22.0
5 - 10 years	28	28.0

10 – 15 years	27	27.0
More than 15 years	23	23.0

From the above table, we can say that 85% of respondents are male and 15% of respondents are female at the company. So, it can be interpreted that the majority of the employees are male. we can say that 17% of respondents are from the age group of Less than 25 Years, 23% of respondents are from the age group of 25 - 35, and 30% of respondents are from the age group of 35 - 45 and 31% are from the age group of above 45 respectively. So, it can be interpreted that age group in the organization is well balanced between youth and experience. we can say that 7% of respondents did Less than SSC, 13% of respondents did Pass SSC, 16% of respondents are less than HSC, 64% of respondents are HSC pass, So, it can be interpreted that the majority of the employees are HSC Pass. we can say that 72% of respondents are Married and 28% of respondents are Unmarried. So, it can be interpreted that the majority of the employees are married in the company. we can say that 22% of respondents are having less than 5 years of work experience, 28% of respondents are having 5 - 10years of work experience, 27% of respondents are having 10 - 15years of work experience, 23% of respondents are having more than 15 years of work experience. So, it can be interpreted that the majority of the employees are having 5 - 10 years of work experience.

- **CHI – SQUARE TEST**

1.1 Choose the appropriate answer from the given option below for the following statement. [The organization has an amazing working culture.] 1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree.

	Observed N	Expected N	Residual
1. Strongly Disagree	5	25.0	-20.0
3. Neutral	25	25.0	.0
4. Agree	33	25.0	8.0
5. Strongly Agree	37	25.0	12.0
Total	100		

1.2 Choose the appropriate answer from the given option below for the following statement. [The organization has a safe work environment for women.] 1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree

	Observed N	Expected N	Residual
1.StronglyDisagree	2	20.0	-18.0
2. Disagree	6	20.0	-14.0
3. Neutral	10	20.0	-10.0
4. Agree	41	20.0	21.0
5. Strongly Agree	41	20.0	21.0
Total	100		

1.3 Choose the appropriate answer from the given option below for the following statement. [The organization pays off salary and Wages on Time.] 1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree

	Observed N	Expected N	Residual
1.StronglyDisagree	3	20.0	-17.0
2. Disagree	3	20.0	-17.0
3. Neutral	12	20.0	-8.0
4. Agree	41	20.0	21.0
5. Strongly Agree	41	20.0	21.0
Total	100		

1.4 Choose the appropriate answer from the given option below for the following statement. [There is a job security in this organization.] 1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree

	Observed N	Expected N	Residual
1. Strongly Disagree	4	20.0	-16.0
2. Disagree	2	20.0	-18.0
3. Neutral	20	20.0	.0
4. Agree	37	20.0	17.0
5. Strongly Agree	37	20.0	17.0
Total	100		

1.5 Choose the appropriate answer from the given option below for the following statement. [The organization well maintained overall.] 1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree			
	Observed N	Expected N	Residual
1. Strongly Disagree	3	20.0	-17.0
2. Disagree	3	20.0	-17.0
3. Neutral	11	20.0	-9.0
4. Agree	29	20.0	9.0
5. Strongly Agree	54	20.0	34.0
Total	100		

Chi Square statistic is commonly used for testing relationships between categorical variables. The two-testing relationship are observed value and expected value. There some working dynamics statements stated by the firm so find out how actual is it and does the labours agree to it. From the above tables we can say that **37%** of the labours strongly agreed to the statement that **The organization has an amazing working culture**, only **5%** of the labours strongly disagreed to the statement. **41%** of the labours have **strongly agreed and agree** respectively to the statement that **organization has a safe work environment for women**. Where only **2%** of the labours are **strongly disagree** to the statement. **41%** of the labours have **strongly agreed and agree** respectively to the statement that **organization pays off salary and wages on time**. Where only **3%** of the labours are strongly disagree to the statement. **37%** of the labours have **strongly agreed and agree** respectively to the statement that **there is a job security in this organization**. Where only **4%** of the labours are strongly disagree to the statement. **54%** of the labours have **strongly agreed** to the statement that **organization well maintained overall**. **29%** have agree. Where only **3%** of the labours are strongly disagree to the statement.

- **DESCRIPTIVE ANALYSIS (APPLIED)**

DESCRIPTIVE ANALYSIS						
	N statistics	Mean Statistics	Std Deviation statistics	Variance statistics	Skewness statistics	Kurtosis statistics
1.1 Your perception towards work engagement [At my work, I feel bursting with energy] 1= Never. 2=Sometimes. 3=Always	100	2.29	.701	.491	-.471	-.865
1.2 Your perception towards work engagement [I am enthusiastic about my job] 1= Never. 2=Sometimes. 3=Always	100	2.51	.577	.333	-.683	-.509
1.3 Your perception towards work engagement [I feel happy when I am working intensely] 1= Never. 2=Sometimes. 3=Always	100	2.57	.573	.328	-.937	-.099
1.4 Your perception towards work engagement [At my job, I feel strong and vigorous] 1= Never. 2=Sometimes. 3=Always	100	2.41	.668	.446	-.700	-.572
1.5 Your perception towards work engagement [I proud of the work I do] 1= Never. 2=Sometimes. 3=Always	100	2.47	.611	.373	-.698	-.453
1.6 Your perception towards work engagement [I get carried away when I am working] 1= Never. 2=Sometimes. 3=Always	100	2.44	.625	.390	-.656	-.508
Valid N (listwise)	100					

From the above respectively, it is found that out of 100 respondents, the **labours perception towards the working condition in the organization is positive**. This question has got maximum number of **positive response** from the respondents. From the above table it is clear that **Statistic means** of all question results near **3**. From the above table it is clear that the **standard deviation** for the response results between **0.573 to 0.701**. From the above table it is clear that responds are more inclined towards the positive side of the mean, they are **skewed negatively**. The figures of **Kurtosis** support skewness.

6. LIMITATION OF THE STUDY

The study was limited to, the several selected components of working condition, dynamics and perception for only labours. Therefore, the scope of this study was limited to only few factors in one particular environment and particular company. An environment study or comparative analysis taking more variables between two or more cultural bases and considering several company might have provided different and wider conclusions. Therefore, there is a gap that could be bridged and opportunity to conduct further analysis on this important area of working conditions.

7. CONCLUSION

Based on the above analysis and results it can be considered that there is a high level of working condition. In this study, it is very clear that if the working environment within the organization has positive condition, then it has a flexible dynamic working condition. The labours also have a positive perception towards the working condition of the factory. The above results highlight that the fundamental changes that are taking shape within the workplace by creating positive work culture within the organization, it enables lots of opportunity for the labours and the management as well good working condition helps the organization to create a positive and holistic working environment, where it will help the labours to search the real meaning in their work with a clear vision. It helps them in enhancing their productivity within the organization and also gaining peace of mind as a result, it provides a sense of happiness among the labours which forms the workplace as a holistic environment. By this study, it is clear that high-level of satisfaction among the labours regarding the perception and the dynamics of the working condition, this will help the management and the labours to deliver meaning to their work and the productivity level.

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