



International Journal of Innovative Research in Science Engineering and Technology (IJIRSET)

(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)



Impact Factor: 8.699

Volume 14, Issue 4, April 2025

A Study on Labour Welfare Measures and it's Effect on Employees Job Satisfaction towards the Garments Sector

Dr. D. Sujini, N. Dinesh

Associate Professor, Department of Commerce Business Process Services, Dr. NGP Arts and Science College,
Coimbatore, India

Student, Department of Commerce Business Process Services, Dr. NGP Arts and Science College, Coimbatore, India

ABSTRACT: Hard work welfare measures are crucial in industries like the garment sector, which often face high-stress conditions and low wages. These measures include fitness and safety initiatives, housing, childcare centers, canteens, recreational opportunities, and financial and career growth schemes. These measures not only enhance employee morale but also foster loyalty, reduce absenteeism, and increase productivity. Process pride is also crucial, as it determines employee engagement, motivation, and performance. By addressing employees' physical, social, and emotional needs, these measures can lead to improved performance, reduced absenteeism, and increased organizational popularity.

KEYWORDS: Welfare measure, garment Industry, Job Satisfaction.

I. INTRODUCTION

The garment sector has a long history dating back to ancient civilizations, where clothing was hand-crafted using herbal fibers like cotton, wool, and silk. The industrial Revolution in the 18th and 19th centuries transformed the industry with the invention of machines like stitching machines, leading to mass manufacturing. By the 20th century, garment production became a global industry, with major production in the US and Europe. However, due to lower labor costs, production shifted to Asian countries like China, Bangladesh, India, and Vietnam. Today, the garment sector is a multi-trillion-dollar industry driven by rapid fashion, sustainability concerns, and technological advancements.

STATEMENT OF THE PROBLEM: The garment industry is a vital part of the global economy, but it faces challenges such as poor working conditions, low wages, long hours, and inadequate welfare measures. These issues can negatively impact job satisfaction and productivity. Despite statutory and non-statutory measures to improve employee welfare, their implementation in the garment sector is often inconsistent. This issue can lead to high turnover rates, low productivity, and a negative organizational image. Therefore, it is crucial to explore ways to improve worker well-being and organizational performance.

SCOPE OF THE STUDY: This study focuses on labor welfare measures in the garment sector, examining their impact on job satisfaction. It examines statutory and non-statutory initiatives, examining their impact on job protection, career growth opportunities, and interpersonal relationships. The study focuses on regions with a significant economic position and aims to identify gaps in welfare implementation and challenges faced by employers.

OBJECTIVES

- To identify the labour welfare measures and its influences towards the garments sector employees moral & productivity.

II. REVIEW OF LITERATURE

Dr. P. C. Sai Babu and Goli Gurunadham (2016): In their study titled "Employee Satisfaction on Labour Welfare Measures in the Select Textile Units – A Study on Guntur District in A.P.," the authors examined the correlation

between labor welfare measures and employee satisfaction in textile units of Guntur District, Andhra Pradesh. The research concluded that effective implementation of welfare measures significantly enhances employee satisfaction levels.

G. Tamilmozhi and M. Vetrivel (2022): Their research, "A Study on Analysis of Labour Welfare Measures and Its Impact on Employee's Commitment Towards Textile Industrial Units SIPCOT in Chennai," analyzed how various welfare measures, including health insurance, housing facilities, and recreational amenities, influence employee commitment. The findings revealed that such measures positively affect employees' affective and normative commitment to the organization.

III. RESEARCH METHODOLOGY

DATA COLLECTION METHODS

A. Primary Data

Primary data is collected through questioner.

B. Secondary Data

Secondary data is collected through Research papers, Online articles, Journals, etc.,

C. Sampling Method

Convenient sampling method is used in this project.

D. Tools Used

Ranking method is used in this.

E. Limitations of Study

1. The limit is only for the 104 respondents.
2. The statistical tools used to analyze the data have their own limitations.

RANKING ANALYSIS

WELFARE MEASURES	MEAN RANK	ACTUAL RANK
HEALTH&SAFETY	1.75	1
FAIR WAGES& TIMELY PAYMENT	2.00	2
RESTROOM&CANTEEN FACILITES	2.08	3
LEAVE POLICES	2.09	4
TRANING AND DEVELPMENT	1.99	5

(SOURCE: PRIMARY DATA)

INTERPRETATION: The rank analysis using Karl Pearson test from the above table, it is inferred that most of the respondents ranked 1(mean rank 1.75) as Health and Safety, Rank 2 (mean rank 1.99) as Training and Development, Rank 3(mean rank 2.00) as Fair Wages and Timely Payment, Rank 4(mean rank 2.08) as Restroom and Canteen facilities and Rank 5(mean rank 2.09) as Leave Polices for their welfare measurement according to their preference on job satisfaction.

IV. FINDINGS

Majority of the employees mostly preferring Health and Safety (mean rank 1.75) for their welfare measurements on job satisfaction and most of the employees leastly preferring Leave Policies (mean rank 2.09) for their job satisfaction.

V. SUGGESTIONS

In collected data were most 31 % of employees are preferring to leave the company its because of poor welfare measures, so companies should focus on improving their employees stratification by way of providing good welfare measures in order to retain their employees.

VI. CONCLUSION

The study emphasizes the importance of worker welfare in fostering job pride and productivity in the garment industry. It reveals that welfare initiatives like economic benefits, healthcare, a safe work environment, and safety measures significantly impact employee satisfaction and productivity. However, it also highlights widespread dissatisfaction with current welfare measures, such as low wages and excessive work-related stress.

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