

Determinants of Happiness among Women Employees in Spinning Industry

Chandrasekaran. V, Samudhra Rajakumar. C

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Abstract:

The major working group of spinning industry contains women workers. Normally spinning industries are more labour intensive and required finest output at the end of the production process. These wide societies of women are facing various problems in working area. The role of women in society is essential and their contribution towards the family and working place also increased, this made them play a double role. This causes stress and affects their physical and mental health. Workers psychology is associated with the quality of the work. In workers life happiness is the major factor which is directly linked with the quality of the work. Thus, the topic of workplace happiness has become an interesting topic for academics and researchers alike. This investigation aims to address the determinants of happiness which influences the productivity of the spinning industry.

Keywords: women workers, mental health, Workers.

I. INTRODUCTION

Job satisfaction is a factor which is associated with the happiness of the workers. It is not depending on single factor; it depends on the set of favourable or unfavourable feelings of employees about their work nature and the work environment. Without employee it is not possible to achieve the organization goal. Job satisfaction directly linked with the inner feelings of the workers and the inner feelings related with the productivity of the industry. If the expectation level of employee is satisfied, then the happiness level of them reached the highest value and enhanced the productivity of the industry. Happiness is not based on unquestionable external events, but on a multitude of emotions. This objectivity suggests that in order to be happy, a person should be willing to concentrate on some aspects of thinking. Happiness is a particular

mentality in the work environment that support workers to perform optimally and make full use of their skills. People should be careful to increase and decrease their overall performance in order to achieve happiness at work, either when working alone or with other people (Pryce, 2010). The employment itself is not the only determinant of success in the workplace. Instead, people themselves also determine happiness. Workers would never be as pleased as they think if their workplace were free from all issues. On the contrary, such a place of work could seem extremely boring (Kjerulf, 2014:28). Workplace happiness is dynamic. In general, happiness is a complicated phenomenon affected by many factors. The level of happiness in the spinning sector affects the efficiency of employees. (Schulze, 2006). The happier individuals are at work, the more they are said to be happy. Job satisfaction means doing a work that you enjoy,

doing it well, and being appropriately rewarded for your efforts Banumathi and Samudhra Rajakumar (2015). This research tries to explore the happiness determinants of Spinning Mill Workers in Tirupur Tamilnadu District. Data were gathered from a sample of 150 female employees by questionnaire. The research findings indicated that the employees are moderately happy with the spinning factories and the region to be concentrated to enhance the workers ' happiness level.

II. REVIEW OF LITERATURE

Ali Najafi (2006) found that there is a favourable and substantial correlation between working-life quality and profit for executives. This implies that the organization's earnings will also enhance as the happiness level of workers rises. Kodithuwakku et al (2017) reported that happiness is a key health factor and in most human organizations it has recently become the target as performance increases with increased happiness. Md. Lokman Ali suggested that the working environment of the female workers in spinning industry strongly influences the happiness level of the female workers. In this study the author conducted a survey among the female workers and the analysis revealed that the managers of spinning companies should change their behaviour toward these uneducated female workers and they are to be protected from the manipulation at work Banumathi and Samudhra Rajakumar (2016). Industrial Laws may strictly be used by the government to overcome this problem and thus the workers happiness level and the performance of the female workers Banumathi and Samudhra Rajakumar (2015). The main variables influencing the worker's happiness level are ensuring a adequate wage and timely payment, eligible advantages, behaviour of the supervisor, an appropriate working atmosphere, a hygienic canteen and a medical facility to maintain the job satisfied. (Ferdous, 2015).

III. ANALYSIS ABOUT HAPINESS LEVEL

A cross-sectional descriptive study of 130 employees in two purposefully selected garment factories located in Tamilnadu was conducted in 2019. Employees aged 18-58 were selected by availability sampling and employees with less than 6 months of factory experience were selected. Questionnaire provided to the employees having three sections and the preferred language is English then it is translated into regional language (Tamil). The first two sections consisted of detailed and easily understood generic questionnaires, which were used globally. Adult (PWI-A) 2013 edition consisting nine issues which are relevant to the private well-being index of the respondents. The first part is composed by using Adult (PWI-A) 2013 edition. Each question was answered on a 0-10 scale. "No satisfaction" was indicated by "0," while "10" was indicated as "complete satisfaction." The conversion of PWI scores from a response scale of 0-10 was a clear analysis of scores in each response in which a maximum mark of 90. The second segment of the questionnaire associated with the Job satisfaction questions which contains nine aspects such as pay scale, rewards, rules and regulations, benefits provided after retirement, Conditional Benefits, Operating Conditions, Work Structure, Communication. This consisted of 17 statements with positive wording and 19 statements with negative wording. Positively written statements graded from "1" to "7" reflecting the strongest disagreement compared with the strongest agreement and this score was modified in negative statements so that "1" was the strongest agreement and "7" was the strongest disagreement. Total scores ranges in between 35 to 210. The third section of the questionnaire focused on the participants ' fundamental features. This consisted of 25 questions with "Yes"/"No" responses in five categories and open-ended questions to write the responses. Based on experts opinions provided in

previous literature utilized to develop this section. However, questions that were thought to produce a variety of answers were given with an open alternative that was coded later. All respondents had received informed written permission prior to information collection. In order to minimize the errors in survey, questionnaire is provided to each and every participant and read clearly in their preferred languages. This way of surveying minimizes the errors occurred due to ambiguity.

IV. LEVEL OF HAPPINESS

Typically, the sum of happiness is measured using the happiness index. The grade of the happiness level is classified into three classes such as less happy, moderately happy and very happy. Less happy levels associated with the scores in between 0- 30 , Scores in between 31- 60 is classified as moderately happy levels and the very happy level range is 61- 90. Since the Happiness index

frequency distribution was a left-skewed curve, one group (Happy, Very happy) merged the first 2 classifications of happiness index. Unhappy was neglected in this classification which is associated with the theoretical option of full score “zero”. Job satisfaction survey score was described using distorted distribution curve and the cut-off value of the curve represents satisfaction and dissatisfaction values.

V. DETERMINANTS OF HAPPINESS IN SPINNING INDUSTRY

From the table 1 it was evident that the happiness index is strongly associated with job satisfaction, marital status and working environment and the p values of each value is 0.041, 0.019 and 0.02 respectively.

Table 1 Characteristics associated with Happiness

Total number of women workers = 130

Classifications	Number	Happiness level (%)		Association with Happiness		
Based on Age		Happy	Very Happy	X ²	df	p
18- 30	82	45 (46.05)	37 (35.95)	0.431	2	0.806
31-45	34	19 (19.09)	15 (14.91)			
45-58	14	9 (7.86)	5 (6.14)			
Based on Marital status	Number	Happy	Very Happy			
Married	57	18 (24.55)	39 (32.45)	5.4727	1	0.0193
Unmarried	73	38 (31.45)	35 (41.55)			
Based on Salary Amount	Number	Happy	Very Happy			
Low	62	23 (22.42)	39 (39.58)	0.2504	2	0.8823
Medium	40	15 (14.46)	25 (25.54)			
High	28	9(1012)	19 (17.88)			
Based on Number of Accidents	Number	Happy	Very Happy			
Yes	18	5 (6.78)	13 (11.22)	0.874	1	0.349
No	112	44 (42.22)	68 (69.78)			
Friendly nature of the Work Environment	Number	Happy	Very Happy			
Yes	115	45 (46.00)	70 (69.00)	0.314	1	0.575
No	15	7 (6.00)	8 (9.00)			
Based on Job Satisfaction	Number	Happy	Very Happy			
Satisfied	62	29 (23.37)	33 (38.63)	4.162	1	0.0413
Unsatisfied	68	20 (25.63)	48 (42.37)			

Higher job satisfaction and a more positive work environment have been correlated separately with lower levels of happiness in a marital relationship. There was no substantial correlation with the Happiness index rating with the variables; age group, education level, residence status, current occupation, satisfaction with current residence, frequency of home visits, family caretaker, number of employees, working hours, experience level, history of work-related accidents, involvement in welfare activities.

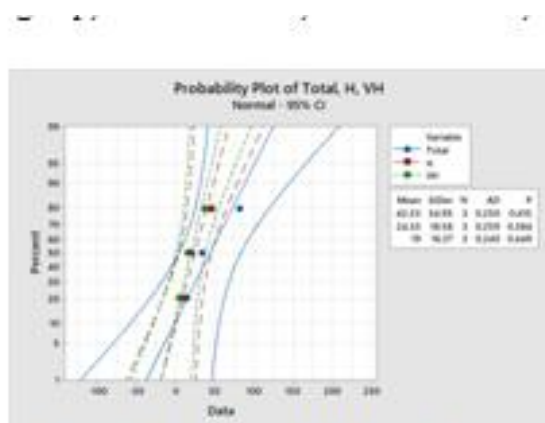


Figure 1 Probability based on age

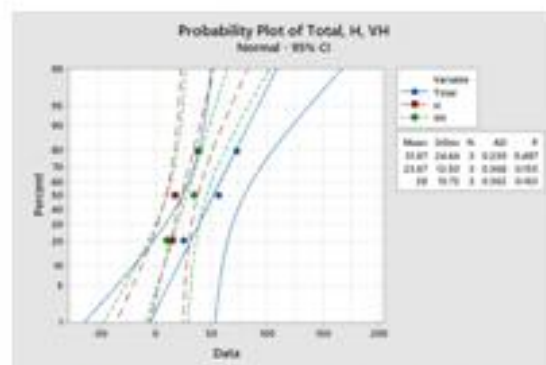


Figure 2 Probability based on the marital status

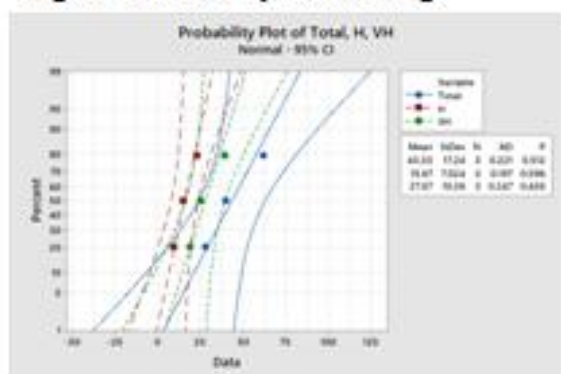


Figure 3 Probability based on salary grade

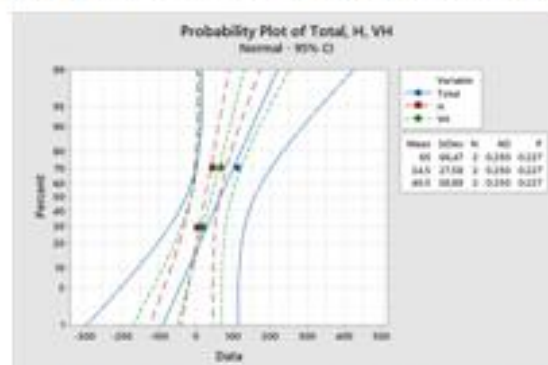


Figure 4 Probability based on Number of accidents

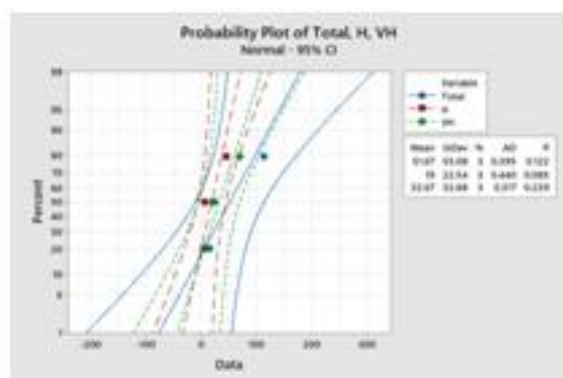


Figure 5 Probability based on Work environment

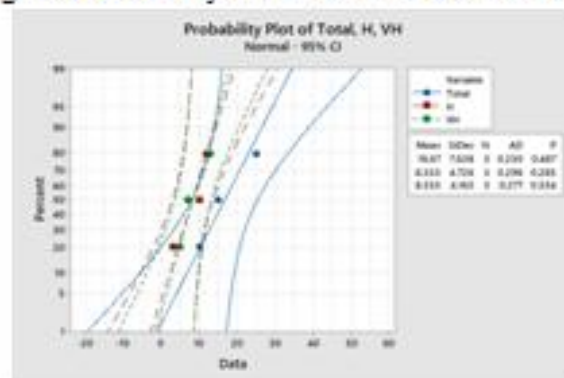


Figure 6 Probability based on Job satisfaction

The statistical significance of the variables such as sex, ethnicity and current health status was not calculated due to their variation levels are less. Test results are illustrated in figure 1 to 6

Table 2 Check list for factors associated with Happiness

Factors Associated with happiness	Significance	
	Yes	No
Marital status	✓	

Working Atmosphere	✓	
Job Satisfaction	✓	
Age		✓
Amount of salary		✓
Highest level of education		✓
Level of experience		✓
District of permanent residence		✓
Current status of residence		✓
Satisfaction about current residence		✓
Number of home visits		✓
Being the breadwinner in the family		✓
Current health status		✓
Number of dependents in the family		✓
Number of working hours		✓
History of job accidents		✓
Participation in welfare activities		✓
Salary grade		✓

VI. DISCUSSION

This investigation focused the happiness index of the women employees working in spinning industry. The factors highly associated with the happiness index are working environment, job satisfaction and marital status. Misbehaviour of male dominant supervisors in spinning industry significantly affected the illiterate women and this collapsed the working environment of the women workers. Health and safety measures also play a dominant role in happiness level of the women workers. Happiness index also associated with the opportunities beyond the working environment. Limited number of career opportunities reduced the happiness index value and this is found by the questions regarding: future security about job, job assurance and personal relationship. The previous studies conducted in Srilanka and USA also agree with the results obtained from our studies (Sridharan S et al 2008). Factors such as age, salary and number of accidents are not

significantly associated with the women workers' happiness index and this contrasts with earlier studies by Luthans F (2001) and (Wijesinghe C P et al 1978). This contrast is due to female dominance study sample, low salary variation grades, revealing the job accident details and small sample size. Chi-square method is used to assess the significance of each factor associated with happiness index.

VII. CONCLUSION

There is a preferably high baseline level of happiness between the staff of two spinning mills in Tamilnadu. The factors such as marriage, working atmosphere, job satisfaction highly correlated with the happiness level of women workers in spinning industry at the same time level of happiness is not correlated with the PayScale, job accident history. From the analysis carried out in this work it is suggested that focus on the aspects such as pleasant working environment, marital status and job satisfaction will significantly improved the happiness index value of the workers thereby increasing the productivity in the spinning industry. Effective interventions should be evaluated in future studies to improve these three variables. A bigger sample of the research will assist further generalize the finding.

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