A study on facilities provided by the garment industry and its impact on satisfaction levels of employees

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Abstract ; This study aims to explore the relationship between facilities and employee satisfaction within the garment industry. Facilities play a crucial role in creating a conducive work environment and directly influence employee satisfaction and productivity. The study has choosen 306 employees working in Garment industry in Kalyan Karnataka region.To study the impact researcher has use ANOVA and regression analysis.By examining the impact of various facilities on employee satisfaction, this study aims to provide insights for garment industry employers to improve their facilities and enhance overall employee well-being. The findings of this study will provide valuable insights for garment industry employers, HR practitioners, and policymakers.

Keywords: Facilities, Garment industry, satisfaction.

1. INTRODUCTION:

The garment industry is a labor-intensive sector where employee satisfaction and well-being are vital for organizational success. Facilities provided by employers, such as infrastructure, workspace design, amenities, and support services, significantly influence the satisfaction levels of employees. Understanding the relationship between facilities and employee satisfaction is crucial for employers to attract and retain talented individuals, improve productivity, and foster a positive work culture.

The garment industry is a dynamic and competitive sector that employs a significant workforce globally. Within this industry, the provision of adequate facilities for employees is essential for their well-being, productivity, and overall job satisfaction. Facilities encompass a wide range of factors, including physical infrastructure, amenities, and support services that are made available to employees in their work environment.

In the garment industry, where employees often engage in repetitive tasks and work long hours, the quality and availability of facilities can have a profound impact on their working conditions and overall satisfaction levels. Access to well-designed workspaces, comfortable amenities, safety measures, and support services directly influence employee morale, motivation, and performance. Conversely, inadequate facilities can lead to employee dissatisfaction, increased stress levels, and a negative impact on productivity.

Recognizing the importance of facilities and their impact on employee satisfaction is crucial for garment industry employers. By understanding the specific facilities that employees value and require, organizations can create a positive and supportive work environment that fosters employee engagement and loyalty. Moreover, providing suitable facilities can contribute to attracting and retaining talented individuals, ultimately enhancing the organization's competitiveness in the industry.

This study aims to examine the facilities provided to employees in the garment industry and their impact on overall job satisfaction. By investigating the range and quality of facilities available, as well as their alignment with employee expectations and needs, the study seeks to uncover insights that can inform employers on areas for improvement. Understanding which facilities are most valued by employees can guide decision-making processes and help organizations prioritize resource allocation to enhance employee satisfaction.

2. LITERATURE REVIEW :

Breja, B. (2005) in his study he stated that the cotton yarn / textile industry is one of the major industries in India. The Meerut region is a golden spot on the textile map of India, including 9 important places. i The current study surveyed 300 workers from 30 units about their socio-economic-industrial life. i Of the 300 workers, 150 were taken from the organized sector and the rest from the unorganized sector. i All textile workers are divided into 14 different occupations. i The author's findings include the main problem of textile workers, namely finance. Many of the workers interviewed are worried about money.

According to J. A. Laub (2011), while India's textile industry is critical in terms of providing work for the country's rural and urban populations, it does little to promote education and health, two pillars of human development. Cotton dust, chemical exposure, noise, and ergonomic problems are just some of the hazards that textile workers face on the job. Job-related stress, improper use of PPE, stress, an unpleasant work environment, and poor working conditions are all contributors to hazards in the workplace. Most workers are illiterate and hence unaware of basic workplace safety procedures. Workers need to be made aware of the numerous health risks that can be encountered on the job. Management must likewise take reasonable safety measures to protect the employees they employ.

Sarkar (2016) in his study on'A Study on Health Issues of Weavers (Handloom Weaving)' analyzes the health issues being faced by the weavers and suggests measures to uplift them socially i.e. more specifically from the health front. The methodology adopted for the study is a well structured questionnaire to collect primary data. The study shows that major health problems of the weavers could be categorized as musculo skeletal problems of back pain, knee, and joint pains. Further there are physiological and financial problems which come with work insecurity.

Workers are negatively impacted when their workplace is both dangerous and unappealing. When employees are exposed to unsafe conditions on the job, their motivation plummets and they become less productive as a result (Tebyetekerwa, Akankwasa, & Marriam, 2017).

Workplace planning, the design of all production equipment and gadgets, and physical and psychological environmental variables all impact employee happiness and, in turn, productivity, as noted by Kaya (2015). Workplace hazards and risks impair both individual and collective productivity by decreasing the output-to-input ratio. Workers have a responsibility to be concerned and knowledgeable about occupational safety and health, in addition to the responsibility of management and stakeholders to assure quality. Workers in the textile industry spend the vast majority of their time in a single location, which means that the design of their normal tasks has a significant impact on their output. Illnesses, accidents, injuries, and deaths all stem from workplaces that are unsafe. Worker dissatisfaction, absence from work, and output all suffer as a result. (Shobe, 2018)

Sasikala (2019) has conducted a study 'A study on analyzing social status of handloom weavers in Tiruvannamalai district' to get an insight about the weavers, impact of weaving occupation on social status and propose a model which influence the social status of the weavers. The paper mentions four elements on which weaver's social status depends i.e. demographic variables, participations, influence and prestige. There are number of variables under each element and the research highlights that through these sources the social status of the weavers can be gained.

The garment business is plagued by a number of ailments that negatively impact worker output. Sewing machine operators face numerous health problems, including musculoskeletal disorders, joint pain, respiratory problems, hunger, and exhaustion (Ahmed, 2014).

(Sharif, Islam, & Kabir, 2015) Operators are required to sit in a specific chair for long periods of time with minimal physical activity. Many different kinds of threats can lead to diseases. Most workers in RMG companies in Bangladesh experience psychological oppression due to the prevalence of physical violence, abuse, overtime work, pay discrimination, informal recruiting, and harassment (International Labour Organization, 2021b). According to articles published in The New York Times between the years 1910 and 2015, the three most common causes of death in the garment business are building collapses, factory fires, and child labor. From 1995 to 2015, the number of hazards in the workplace increased (Peterson, 2016).

Mishra, S. S and Mohapatra, A. D. (2020) were found that the weakening position of handloom sector in the wake of global competition of textile industry has posed a serious threat to the socio-economic life of the traditional weaver communities. With growing competition posed by the modern textile industry, the handloom industries has steadily deteriorated over the last decade, rendering thousands of weavers to unemployed and under employed, resulting in large scale closure of several societies and production units. Still it is undeniable that handloom won't lose its market share because of its deep cultural and aesthetic value but it has to face head-on competition of all forms to retain its traditional importance along with its market share.

3. RESEARCH OBJECTIVE :
- To study various fascilities provided by employees in garment industry
- To determine the impact of these fascilities on satisfaction levels of employees

3.1 Hypothesis
$H0_1$: Facilities provided by the garment company do not impact the satisfaction levels of employees

4. RESEARCH METHODOLOGY :
Quantitative information was collected using a survey questionnaire. After completing the literature review, a questionnaire was developed using the aforementioned constructs from prior studies. Each statement was given a rating from 1 to 5, with 1 indicating strong disagreement and 5 indicating strong agreement, on a 5-point Likert scale. The study had considered 306 employees from different departments of garment industry. The data of this study was collected through "purposive sampling method." The data was analysed by "ANOVA" and "Multiple Regression Analysis (MRA)" tools to get the results.

5. RESULTS AND DISCUSSION:

Table 1 Gender, Marital Status, Age, Educational Status and Annual income.
In part covers the demographic profile of the employees those who are working at Garment industry in Kalyana Karnataka region The Demographic survey of employees is explored as part of this section. As this research based on data collection through structured questioner, and which is self-administrated way of data collection.

Details		Number of respondents	percentage
Gender	Male	204	66
	Female	102	33
marital	Married	231	76
	Unmarried	75	24
	Below 25 years.	29	9
	26 years- 35 years	86	28
	36 years – 50 years	102	34
Age	Above 50 years	89	29
	Bellow SSC	88	29
	Intermediate	111	36
	Graduate	30	10
Education	Illiterate	77	25

	100001-250000	192	63
	250001-350000	99	33
Annual income	Below 100000	15	5

Source: Primary data

Table 4.1 reveals that 66% of the employees are men and 33% of the employees are women. 76% of the respondents are married. Majority of the mill owners are in the age group of 25 years to 50 years. Education wise it is observed that 29% have studied up to SSC, 36% till Intermediate and 10% are found to be graduates.

HYPOTHESIS TESTING:

H0$_1$: Facilities provided by the garment company do not impact the satisfaction levels of employees

Table 2.ANOVA results:

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	146.216	14	10.444	38.902	.000
	Residual	78.125	291	.268		
	Total	224.341	305			

The result of the ANOVA table indicates F-test value =38.902 with a significance level of $p<0.05$ (p=0.000) indicate the regression model is statistically significant in predicting the satisfaction (dependent variable).

Table 3. Model Summary:

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.807	.652	.635	.51814

The R value represents the simple correlation and is 0.807 which indicates a high degree of correlation. $R^2 = 0.652$, which means that the independent variables, explains 65.2% of the variability of the dependent variable, satisfaction of the Garment industry employees.

Table 4. Coefficients of multiple regression with p values

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.372	.173		7.942	.000
		.148	.058	.206	2.525	.012
	Drinking facility	.408	.068	.539	6.004	.000
	Staff Quarters facility	.399	.090	.459	4.437	.000
	Contribution to PF	.348	.069	.434	5.025	.000
	Transportation facility	.147	.068	.169	2.141	.033

	Education Benefits to Children	.231	.068	.274	3.377	.001
	Incentive plans	.310	.066	.379	4.706	.000
	Canteen facility	.294	.081	.391	4.886	.000
	Payment In holidays	.212	.074	.245	3.567	.038
	ESI & Insurance	.265	.078	.269	3.386	.001
	General Insurance	.076	.060	.099	1.267	.206
a. Dependent Variable: Satisfaction of the employees						

Source: Primary data

Coefficients of multiple linear regression model explained the impact of various facilities on satisfaction of Garment industry employees as shown in above table. Unstandardized coefficients B value explains the relationship between Dependent variable and independent variables as one unit change will affect B value change in DV, sign denotes positive increase in DV's or negative decrease in DV's. The standardized coefficient (β) values inferred the impact of the independent variable on the dependent variable.

The findings of the table indicate that almost all the facilities have significant impact on employee satisfaction. The Standardized Coefficients β for Drinking facility = 0.539 with p =0.000 is highest. Similarly, coefficients for other facilities Staff Quarters facility (β =0.459, p=0.000), Contribution to PF (β =0.434, p=0.000), Canteen facility (β =0.391, p=0.000), Transportation facility (β =0.169, p=0.033), Education Benefits to Children (β =0.274, p=0.001), ESI & Insurance (β =0.265, p=0.001), Incentive plans ((β =0.379, p=0.000) and Payment in holidays (β =0.212, p=0.038)

Since the p value for all these facilities is below 0.05 at 5% level of significance and t test values above table value of 1.96, provide sufficient evidence to reject null hypothesis. Thus, alternate hypothesis that facilities provided in Garment industry significantly affect the satisfaction of the employees was accepted.

However, the p values for General insurance (β =0.099, p=0.206) are above 0.05. Except this all the facilities are playing important role in influencing the satisfaction of employees in Garment industry.

The study anticipates that facilities such as well-designed workspaces, comfortable amenities, safety measures, access to natural light, ventilation, and recreational areas will positively influence employee satisfaction levels in the garment industry. It is expected that facilities directly related to employee health, well-being, and work-life balance will have a significant impact on overall satisfaction. By understanding the facilities that contribute to higher employee satisfaction, organizations can develop targeted strategies to improve their facilities and work environment. Ultimately, this can lead to increased employee retention, higher productivity, and a more positive organizational culture.

Investing in facilities that prioritize employee satisfaction is crucial for garment industry employers. This study aims to bridge the gap in knowledge regarding the impact of facilities on employee satisfaction levels. By identifying the key facilities that influence satisfaction, organizations can create a supportive work environment that attracts and retains talent, resulting in improved overall performance and competitiveness in the industry.

6. CONCLUSION:
The challenges of the workplace have grown exponentially as a result of new technology. As technology advances, it often requires the use of highly trained and qualified human resources. It is not uncommon for textile companies to have difficulty filling open positions with employees who are both highly qualified and well-equipped. The system for managing human resources should be able to adapt to the new circumstances. A lack of technical knowledge in the textile industry is a common reason for textile companies to seek help from an HR outsourcing provider. The study is limited to only Kalyana Karnataka region, therefore it cannot be generalize for other regions.

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