Analysis of Relation between Productivity and Working Efficiency on Employee Job Satisfaction in Indian Carpet Industry

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Abstract: The carpet sector was the most affected by the Covid epidemic, thus after the pandemic was gone, we examined the productivity and labour welfare of carpet workers in Uttar Pradesh's Bhadohi area. A standardised questionnaire is created, distributed, and monitored in order to examine the impact of job security on employee satisfaction in the carpet business of Bhadohi. The study also investigates the impact of the working environment on employee satisfaction in the Bhadohi carpet sector by assessing their working environment. Employee satisfaction levels are significantly influenced by job security, health benefits, and other advantages available in the carpet sector of the Bhadohi district.

Key words: Labour welfare • working efficiency • Job security • Employee satisfaction • Productivity

Introduction

The term "labour welfare" refers to the various administrations, benefits, and offers offered to workers by employers or organizations. In either short- or long-term arrangements, welfare forecasts do not yet need to be capital-related. These costs include stipends, accommodation, transportation, medical care, and food. Furthermore, labour benefit comprises an analysis of operational conditions, the building of modern harmony through a happiness agenda, contemporary connections, and protection against illness, accident, and unemployment for the worker and their family. The corporation makes working a regular job worthwhile for employees by providing these minor benefits. Wellness includes anything done for the comfort and improvement of the employees that goes above and beyond compensation. Welfare helps to keep workers inspired and determined in order to keep them in a factory for a longer amount of time.

Labour welfare is a broad term that encompasses several administration, offices, and amenities supplied to council for their benefit. Despite regular salaries and other financial benefits, representatives have access to welfare measures under genuine agreements and full bargaining. Working as a common labourer and rising through the ranks to become an expert, decent representative, and contented resident is the primary engine of representative well being. Representative welfare is a critical component of social welfare. It includes a representative's professional and personal lives transitioning to a local setting or public event. Welfare policies can be both purposeful and legal. The largest carpet-producing area in Uttar Pradesh is thought to be Sant Ravidas Nagar (Bhadohi).

The Bhadohi carpet industry is renowned for its numerous bunching and counting schemes. This belt functions with Durries, Woolen, Tufted, and Tibetan Carpet. The Mirzapur-Bhadohi region, which connects over 3.2 million people in the industry, is the largest handmade carpet winding around group. In Bhadohi, 22 lakh rural artisans are employed. The history of carpet winding in the region

dates all the way back to the 16th century, under Akbar, the Mughal Emperor. The geographical indication for the area's carpets means that products created in nine different locations within the district—Bhadohi, Mirzapur, Varanasi, Ghazipur, Sonebhadra, Kaushambi, Allahabad, Jaunpur, and Chandauli—will be marked as "handmade carpet of Bhadohi." Important carpet types from Bhadohi include chhapra mir and cotton dhurry carpets. The carpet business completely dictates the employment of many residents in the creation belt, which spans more than 1000 km^2. The Ministry of Textiles established the Indian Institute of Carpet Technology here in 2001, making it the principal institution of its kind in Asia.

The town of Bhadohi, which lends the Pargana and Tahsil their names, is located at Lat 25 23 N and Long 82 34 E7, some thirty miles to the west of Varanasi, twelve miles to the north-east of Gopiganj, and three miles to the south of the river Varuna. It has a shared parkway connecting it to Jaunpur, and a metaled street connecting it to Gopiganj. Gyanpur connects Bhadohi Street to Suriawan and Parsipur.

The carpet industry has a diverse range of employees in terms of age, orientation, and position. In the majority of circumstances, workers who are talented or have some talent are hired from the lower classes. The privileged people are overwhelmingly male and work as the focus of attention, architects, or business element holders. As a result, there is typically a station variation in the carpet industry order at the town level. Typically, the exporter received a client's purchase request along with their endorsement of the carpet design. Then, from among the workers on the ground level, they choose a middle man (Contractor) to complete the job. They grant the project worker the authority to assemble the necessary quantity of coloured fleece, yarns, transportation costs, and assets for wages and his own cut.

Review of Literature

Sharma, A.M (2003) conducted a study on the Aspects of Labour Welfare and Social Security. He was concerned about labour welfare and its aide after the independence of country and pinned out the remarkable expansion, classification of thoughts, standard of labour welfare and government assistant related to retirement. He also investigated the labour welfare possibilities and new aspects related to it. Pylee and George (2007) made an investigation on "Retirement Benefits in Industrial Relations and Personnel Management" and suggested that association ought to give government managed retirement benefit. This benefit helps to encourage to their representatives to do better performance in their work and feel them to safe. Gupta et al (2005) had an investigation about labour welfare wherein they discussed the different aspects of labour welfare including legal and non- legal measures dealing with labour welfare. Mishra (2005) conducted a study on humanistic assessment of labour welfare in sugar industry and revealed that the labourers are not in better situation. He also highlighted that the manufacturing plants didn't comply with the set of laws of Production lines manifestation of 1948. Further the provision of leaves, holidays, housing and medical facilities were also very poor.

Mukul G. Asher (2009) pinned about various government backed retirement conspires and its importance for labour existence in their life. He stated the significance of these plans with reference to protect against expansion chances, welfare risks, exposure, and disease and wealth improvement. Aswathappa (2010) discussed about various types of benefits and administration and pinned out the protection benefit, remuneration benefit, annuity plans. He also referred the different approaches to control the advantages and administrations in a better way.

Tiwari (2014) had an investigation on employee welfare activities and its impact on employee's competence. He stated that the management should be aware about the amenities which are provided to the employees and also focus on the way that will increase the productivity, satisfaction, performance level. Lalitha (2014) conducted a study on welfare measures of employees.

Research Methodology

The Exploratory and Descriptive Research Design has been used for the Research. Exploratory examination has gives the way to study labour welfare and productivity in carpet industry of Bhadohi district. Research studies are useful for researchers to conclude research design, data classification and decision making for respondents. In statistical examination, descriptive research assists with depicting the data and demographic for a normal population study. Statistics were gathered utilizing questionnaire and inspected in hypothetic rational technique. Descriptive exploration communicates the current situation, climate and individuals' viewpoint in the public eye towards an issue in a systematic manner. Questionnaire method is constructive in collecting data for the study and employs to discover the responses by questions which are related to labour welfare, working environment and labour satisfaction in carpet industry. Therefore; Data analysis and interpretation of the study and elaboration of the research study. The data were collected from respondents working in medium and large carpet factory in Bhadohi district. The districts Bhadohi is chosen on the basis of enormous number of carpet factory situated in

it. There are various methods to determine the sample size in research. Cochrane statistical method is one of the most commonly used formulae for calculation of sample size, when the population is very large say greater than (50,000) then following formula is used to determine the sample size. The confidence level 95% is chosen. So the value of Z according to table is $\pm$ (1.96) and the degree of variability (p =.5) Margin of error is to be $\pm$ (5%) of the actual value and on the basis of which 400 sample size of respondents is taken in this study.

Objectives of Study

1. Examining the effects of Job security on employee satisfaction in the Bhadohi carpet industry, India.
2. An Analysis of the impact of the work environment on employee satisfaction was conducted in the carpet industry of Bhadohi.

Results and Discussion

H 01: There is no impact of job security and Employee satisfaction

The exhibit below provides R and R^2 values. The R value indicates a simple correlation of 0.875 for the variable. This value indicates the relationship between the two variables. The R2 value indicates to what extent the total variation of the dependent variable (job satisfaction) can be explained by the individual variable (job stability). As the table shows, 77.6% of the total gap in employee satisfaction can be explained by safety changes in the carpet industry in Bhadohi, Uttar Pradesh.

Table:1 Model Summary

Model	R Value	R Square Value	Adjusted R Square Value	Std. Error of the Estimate Value
1	.875[a]	.776	.771	.45491

a. Predictors: (Constant), job security

b. Dependent Variable: Labour satisfaction

ANOVAᵃ

Model		Sum of Squares value	df	Mean Square value	F value	Sig. value
1	Regression	13.355	1	13.355	316.211	.000ᵇ
	Residual	8.974	198	.207		
	Total	22.329	199			

a. Dependent Variable: labour satisfaction

b. Predictors: (Constant), job security

where p value is < 0.000 is less than 0.05, indicating that the regression model is significant and predicts the outcome variable. That is, it is necessary for information. This table shows that the regression model predicts the similarity difference. Therefore, we can conclude that the value of the F-statistic, 316.211, is very high, so we reject the null hypothesis that the difference in x does not help explain the difference in y. We conclude that job security has a significant impact on employee satisfaction in the carpet industry in Bhadohi, Uttar Pradesh.

H 02: There is no relationship between Health and other Benefits and Training and Development of employees

Table:2 Model Summary

Model	R value	R Square value	Adjusted R Square value	Std. Error of the Estimate value
1	.796ᵃ	.667	.664	.38343

a. Predictors: (Constant), labour satisfaction

The model summary in the display above refers to the "R" line with a value of 0.769. R can be thought of as a measure of the quality of the variance estimate. The "R squared" line represents the value of R2, which is the ratio of the variance to the variance that can be explained by the variable. The R2 value is 0.667, indicating that job satisfaction explains 66.7% of the variance and has a positive effect on employee training.

Coefficientsᵃ

Model		Unstandardized Coefficients value		Standardized Coefficients value	T value	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.215	.096		23.107	.000
	Training and development	.202	.038	.258	5.328	.000

a. Dependent Variable: Training

ANOVAᵃ

Model		Sum of Squares value	df	Mean Square value	F value	Sig.

1	Regression value	4.174	1	4.174	28.389	.000[b]
	Residual value	58.514	398	.147		
	Total	62.688	399			

a. Dependent Variable: Training

b. Predictors: (Constant), Health and other benefit

The F-ratio in the ANOVA table tests shows us whether on the whole regression model is a good fit for the data or not. The above table show that variables of Health and other Benefits which are independent variables statistically significantly predict the training and development which is dependent variable. As we can find out sig value from above table which is less than 0.05, which highlights that regression model is a good fit for the data. As on the basis of extracted result F-test is highly significant and by using it we can assume that the model explains a significant amount of the variance with respect to training and development of labour working in carpet factories.

The point of the current review was to research the labour satisfaction and efficiency of carpet weavers corresponding to working circumstances in carpet factories of Bhadohi districts in Uttar Pradesh, India. The significant finding of the review was that the health related grievances was impressively high in practically all of the body parts of the hand-woven cover weavers, with the most detailed side effects were in the neck, lower back, lower legs/feet, wrists/hands, upper back, shoulders and knees, separately. Concerning environmental condition of factories, as shown by the conclusion of this review, the greater part of the labour were not happy with the ecological state of their factory, for example, warm condition, commotion level and tidiness of the air. The outcomes likewise demonstrated that weavers' fulfilment with warm state of the factory were related with lower back side effects, recommending that the ecological states of the work spot ought to be considered in risk appraisals for health related issues. What's more, around 43% of weavers were totally disappointed with factory lighting condition which is not reliable and inconsistent. As for the work station design and tools, the vast majority of the members in this study communicated disappointment with their seat (a board of wood). The outcomes demonstrated that the weavers' fulfilment with hand instruments shape was related with lower back and elbow side effects, while fulfilment with winding around looms was related with upper back grievances. Furthermore, weavers' fulfilments with hand apparatuses weight was related with elbow objections. The consequences of the current review demonstrated that unfortunate working circumstances might diminish the efficiency and nature of carpet factory in Bhadohi region of Uttar Pradesh India.

Conclusion

The study concluded that weavers are experiencing health related medical issues and their state of working are not by any stretch of the imagination great even not good at certain spots. High risk factors are the reason to foster low back torment, sitting in hunch back position, horizontally bowed or curved trunk stances, high strain on hands, neck, shoulder, spine and different parts of the body. Sitting and working in same stance with abnormal situation for supportive of hours is stopped tiring and tedious for the body as well as brain. Distresses start in various parts of the body which prompts actual issues, outer muscle issue and numerous different issues as well. A ton of realities are had some significant awareness of the estimating of the risk factors

yet it is as yet debatable issue. It was observed that craftsman's were confronting a ton of actual pressure and issues in various parts of the body, which the consequence of drawn out long was periods of working in an abnormal stance. A portion of the instruments they were utilizing were badly designed while working. It made torment and were difficult to hold some of the time. Work fulfilment found in this industry was exceptionally low. At times craftsmen were working since winding around is the genealogical work they are doing from ages and they have given part numerous long periods of their life to this industry and had no different abilities to switch the business. Some are working since they are conveying genealogical craftsmanship. Most of them were not keen on moving this heritage and this delightful specialty of winding to their approaching ages as they tracked down no development in this industry.

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