

Job Involvement and Productivity of Power Loom Weavers in Thiruparkadal, Ranipet District

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ABSTRACT

The power loom industry is an important segment of the cotton textile industry in India. Present study on job involvement, productivity of power loom weavers. Job involvement is the internationalization of values of work in the life of individual workers. Productivity gains are vital to the economy because they allow us to accomplish more with less. The study is based on primary data collected from 50 weavers from Thiruparkadal area of Ranipet District.

Keywords: Power loom industry, Job involvement, Productivity and weavers.

INTRODUCTION

An organisation is consisting of people, product, technology and system, it is a social system where one has to work with satisfaction. It is necessary to understand the factors like job involvement, productivity. Job involvement is the degree to which employees involve them service in their jobs investing their energy in them and work as a central part of their overall lives. Having meaningful jobs and performing them are important inputs to their own self mages, which helps to explain the efforts the job loss on the esteem needs. Job involved employees are likely to believe in the work ethic high growth needs and enjoy a participation in decision making as a result they will work without absents for long hours and will try to be high performance. There is a relationship between job involvement and job satisfaction. Job satisfaction have required much attention from both researchers and managers, an approach to be organisational behaviour such as, a manager should considered the base in which the work environment can help to produce the three important employees' attitudes namely job involvement, productivity and job satisfaction, as workers become old, they are more satisfied with their jobs. They lower the expectation. To be more real and adjusted them better to work in the situation, the high-level occupation gives more satisfied with their jobs, it has been found that the level of job satisfaction are higher a small organizational units like a power loom weavers because large organisation does not considered people supporting process and limit the amount of a personal closeness, friendship and a small group team work that the importance for a satisfaction of many people.

Review of Literature

Job involvement

Job involvement is the internalization of values and importance of work in the life of individual workers [Lodahl and kejner – 1965]”.

Job involvement refers to an employee's identification if job in terms of degree to which one is a cognitively pre occupied with engagement and concerned with the job in hand, [kanango -1982], people with high job involvement focus most of the attention on their job [hackett et al – 2001] job involvement refers to the extent to which individuals are pre occupied with and immersed in or absorbed by the work activity [diefendorff, brown, kamin and lord- 2002].

It is also referring to the degree to which an employee psychological relates to their job and the work performed there in [cooper – hakim and others 2005]. Individuals who identify most strongly with their jobs focuses their thought at work and interpret more situation as opportunities to perform work role activities [kreiner et al – 2006] job involvement refers to extent to which the individuals identified the performance of the job to their total self-image and self-esteem [Chughtai – 2008].

Productivity

Productivity is the ratio of output to inputs in production; it is a measure of the efficiency of production. Production has many benefits. At the national level, productivity growth raises living standards because more real income improves people's ability to purchase goods and services, enjoy leisure, improve housing and education and contribute to social and environmental programs.

Production growth is important to the firm because more real income means that the firm can meet its (perhaps growing) obligations to customers, suppliers, workers, shareholders, and governments (taxes and regulation), and still remain competitive or even improve its competitiveness in the market place.

Productivity gains are vital to the economy because they allow us to accomplish more with less. Capital and labour are both scarce resources, so maximizing their impact is always a core concern of modern business. Productivity enhancements come from technology advances, such as computers and the internet supply chain and logistics improvements, and increased skill levels within the workforce.

OBJECTIVES OF THE STUDY

Based on the above problem the researcher is interested to study,

1. To study the demographic conditions of power loom workers in Thiruparkadal Village, Kaveripakkam.
2. To know the factors influencing the job involvement of power loom weavers.
3. To understand the productivity factors of power loom weavers in Thiruparkadal Village.

HYPOTHESIS

- There is a relationship between job involvement and job satisfaction among power loom workers.
- There is a relationship between productivity and job satisfaction among power loom workers.

RESEARCH METHODOLOGY

- This research study is based on convenient sampling.
- 50 samples were selected for this study from small scale industrial area in Thiruparkadal village, Ranipet district.
- Data analysis - Statistical tools like averages, standard deviation, chi-square test.

COLLECTION OF DATA:

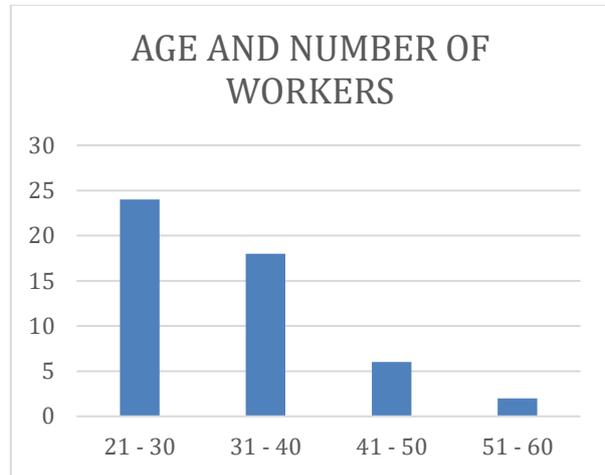
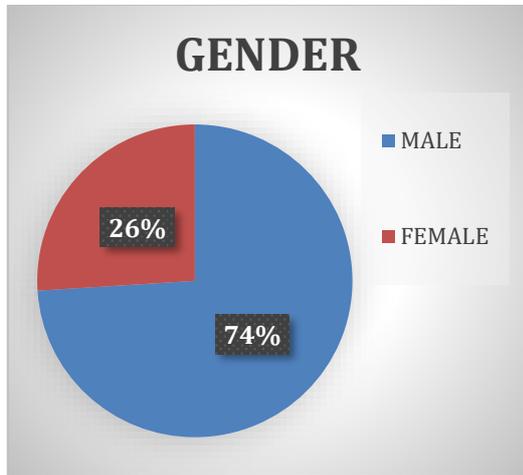
Primary data from 50 respondents by supplying the questionnaire and through direct interview method. Secondary data are those data which are already collected by some through books, Magazines and through internet for some other purpose. The data collected during the project on which the information where derived from so many sources.

PRIMARY DATA: They are predominantly collected from the survey instrument the questionnaire contained qualitative data as well as quantitative data. Some questions were closed ended and some others were close ended for the study 50 respondents were selected. The researcher personally questioned all these respondents.

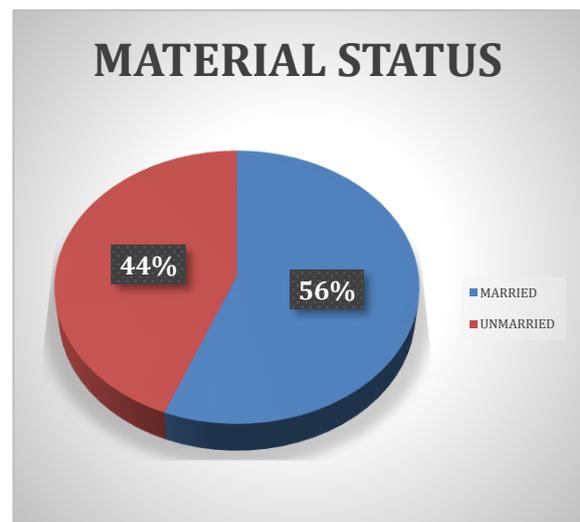
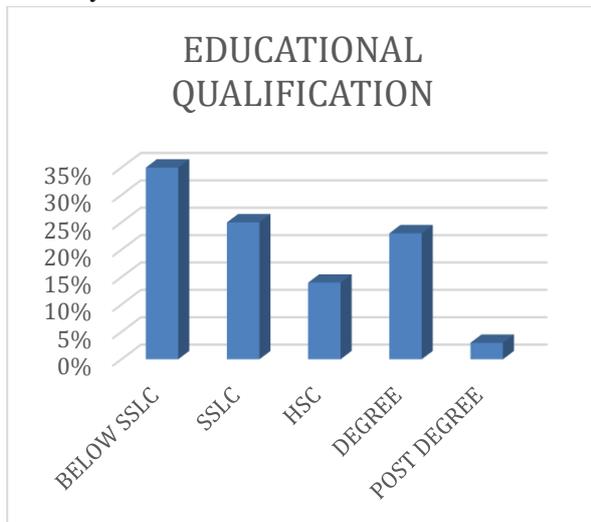
SECONDARY DATA: Secondary data for the study collected from the published and unpublished sources annual reports, research, journals and various related website

ANALYSIS AND INTERPRETATION OF DATA

TABLE: 1 – 4 DEMOGRAPHIC FACTORS



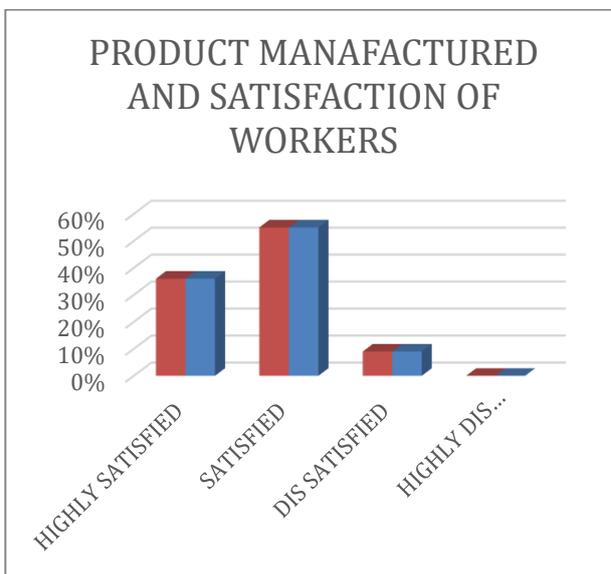
In this survey, out of 50 participants, nobody is under the age of 18 years, and 74% males and 26% females in this survey.



In this survey out of 50 participants, 35% are Below SSLC and it is found that both married and unmarried are involved in the industry.

JOB INVOLVEMENT FACTORS

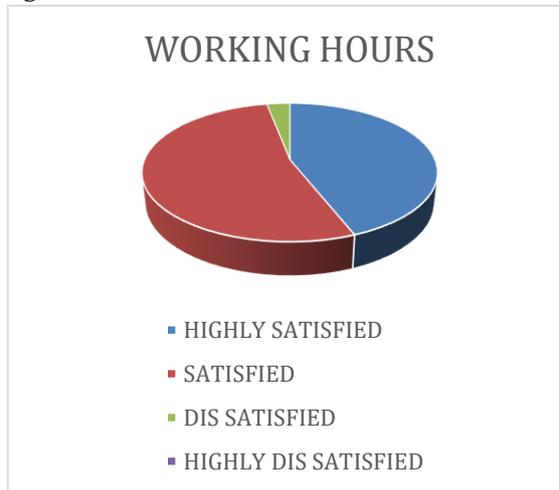
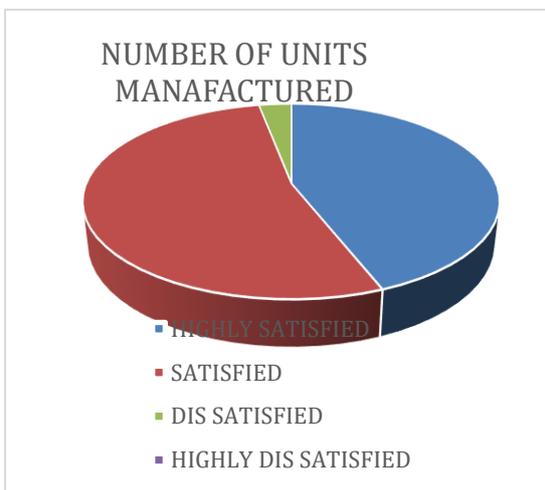
Job involvement is the internalization of values and importance of work in the life of individual workers [Lodahl and kejner – 1965]”. Job involvement refers to an employee’s identification if job in terms of degree to which one is a cognitively pre occupied with engagement and concerned with the job in hand.



In this survey out of 50 participants, 57% are satisfied about efficiency and satisfaction of workers and 55% is satisfied about product manufactured and satisfaction of workers.

PRODUCTIVITY FACTORS

Productivity is the ratio of output to inputs in production; it is a measure of the efficiency of production. Production has many benefits. At the national level, productivity growth raises living standards because more real income improves people’s ability to purchase goods and services, enjoy leisure, improve housing and education and contribute to social and environmental programs.



In this survey out of 50 participants, 63% are satisfied about Number of units manufactured and satisfaction of workers and. 53% are Satisfied about Working hours and number of workers.

MEAN AND STANDARD DEVIATION OF JOB INVOLVEMENT FACTORS

JOB INVOLVEMENT FACTORS	MEAN	STANDARD DEVIATION
Efficiency	20.64	6.5
Product Manufactured	22.75	5.35
Sale of Goods	20.25	7.13

Export of product	25.25	3.84
Performance of machinery	21.83	7.45
Learning of work	22.34	6.24
Learning of basic skills	24.13	5.65
Starting of new factory	24.74	6.83

MEAN AND STANDARD DEVIATION OF PRODUCTIVITY FACTORS

PRODUCTIVITY FACTORS	MEAN	STANDARD DEVIATION
Number of units manufactured	25.23	8.14
Working hours	22.75	7.13
Shift work	20.23	5.85
New product design and colour	21.24	8.13
New machine installation	20.75	6.23
Work environment	23.63	7.14
Hygienic conditions	21.04	5.35
Pollution	23.54	6.23

Hypothesis - 1.

There is no significant relationship between job involvement and job satisfaction.

JOB INVOLVEMENT FACTORS	F Value	P Value
Efficiency	44.73	<0.001
Product Manufactured	20.24	<0.002
Sale of Goods	23.34	<0.004
Export of product	23.25	<0.001
Performance of machinery	23.65	<0.002
Learning of work	25.23	<0.003
Learning of basic skills	24.65	<0.002
Starting of new factory	29.14	<0.001

Since P value is less than 0.001, therefore the hypothesis is rejected.

Hypothesis - 2

There is no significant relationship between productivity and job satisfaction.

PRODUCTIVITY FACTORS	F Value	P Value
Number of units manufactured	27.25	<0.004
Working hours	25.75	<0.001
Shift work	23.75	<0.002
New product design and colour	27.14	<0.003
New machine installation	24.24	<0.001
Work environment	22.34	<0.003
Hygienic conditions	23.34	<0.001
Pollution	24.64	<0.002

Since P value is less than 0.001, therefore the hypothesis is rejected.

SUMMARY AND CONCLUSIONS

The success of any organization depends on two important factors namely technology and its people. The management can control the technology or can change the technology, but it is difficult to control its people. The people should have job involvement, and job satisfaction. These two factors come from internalization of work values in their job.

In this study it was found that the power loom weavers at Thiruparkadal Village, Kaveripakkam in Ranipet District have job involvement factors and job satisfaction. The job involvement factors are efficiency, quality of work life, manufacturing, sale of goods, export of product, performance of machinery, learning at work, learning basic skills, Starting of new factory. Productivity factors are Number of units manufactured, Working hours, Shift work, new product design and colour, New machine installation, Work environment, Hygienic conditions, Pollution. These are the reasons by which they have not changed their jobs and move out of Kaveripakkam to Chennai.

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