A STUDY ON PROBLEMS AND SATISFACTION OF WOMEN EMPLOYEE IN HANDLOOM SECTOR WITH SPECIAL REFERENCE TO COIMBATORE DISTRICT

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Abstract- **India has sufficient number of workers who are struggling their lives to have a promising future. A lot of handloom sector has been working throughout India providing employment to women. Likewise, women are facing a lot of difficulties to maintain their harmony between work and family commitments. This project mainly focuses on how women facing problems while working and balancing the family. The main objectives are to study the socio-economic factors of women employee in handloom sector, to understand the health problems faced by the women working in Handloom sector, to know the satisfaction level of Women working in Handloom sector, to provide suggestions to overcome the problems of weavers working in Handloom sector. For better understanding of an analysis, the findings are interpreted in tables. This analysis consists of interpretation, findings and suggestion to obtain the overall Problems and Satisfaction of women specially in handloom sector.**

Keywords: **Handloom, Women Employee, Raw Materials, Health Balance, Family Commitments.**

INTRODUCTION OF THE STUDY

Recent days, women's empowerment has become a growing concern both at the national and international levels on the subjugated, the disadvantaged and status of women in the society. In India, this concern i.e. women's empowerment has to be focused mainly in non-formal sectors, where the women's work force is predominant. One among them is handloom sector. It is one of the largest economic activities, after agriculture, providing direct and indirect employment as well as being predominately a non-farm activity.

A female employee spends nearly all of her time at work, leaving little time for friends and family. Working women have limited time available to them. In this competitive world, everyone is working so hard that they aren't getting enough time to take care of their personal and family requirements. Working people rarely manage their professional and personal lives well, particularly women who are employed full-time. Though there was a change in the period from the one where the male member was abused to obtain and the female stayed at home to the one where both earn but one of the females always had to look after the house and work at the same time. Keeping up the balance between work and life.

OBJECTIVES OF THE STUDY

• To study the socio-economic factors of women employee in handloom sector.
• To understand the health problems faced by the women working in Handloom sector.
• To know the satisfaction level of Women working in Handloom sector.
• To provide suggestions to overcome the problems of weavers working in Handloom sector.

STATEMENT OF PROBLEM

The statement of the problem revolves around understanding and addressing the challenges faced by women employees in the handloom sector. This includes exploring factors such as long working hours, workplace conditions, societal expectations, and other elements that may impact their ability to maintain a healthy balance between professional and personal life in the specific context of the handloom sector. It was low wages for work done is ranked first by women handloom weavers followed by problem in health, lack of income during off season, problem in getting raw material, problem in raising capital, lack of skilled weavers and problem in marketing product.

LIMITATIONS OF THE STUDY:
- The study was taken only from the handloom weavers from various locations in Sirumugai, Coimbatore District.
- This Study was limited to the Period of only six months.
- The results of the study may not be generalizable to other cities or countries.
- This Study have limited to 150 Respondents only.

RESEARCH METHODOLOGY

Research methodology for the study on Problems and Satisfaction of Women Employee in Handloom Sector with special reference to Coimbatore District is the study is mainly based on primary data. The primary data has been collected from 150 respondents, through a well - structured questionnaire. Consumers have been selected from the Sirumugai in Coimbatore. This was purposive-cum convince sampling method. In addition to primary data, secondary data also have been used. Various journals, magazines, books, electronic sources have also been consulted.

ANALYSIS AND INTERPRETATION
1.SIMPLE PERCENTAGE:

A simple Percentage is a way of expressing a proportion or comparing one quantity to a whole based on 100. Simple percentages are commonly used in various fields such as finance, statistics, and everyday situations to express ratios, proportions, or changes in values relative to a whole.

FORMULA: Percentage = Number of Respondents / Total Number of Respondents*100

S.NO	VARIABLES	CATEGORIES	NO.OF. RESPONDENTS	PERCENTAGE
1	Age	Below 20 Year 21 – 30 Years 31 – 40 Years Above 41 Years	31 56 37 26	21% 37% 25% 17%
2	Education Qualification	Primary education SSLC HSC Graduated	56 40 31 23	37% 27% 21% 15%
3	Marital Status	Single Married Divorced Widowed	54 69 11 16	36% 46% 7% 11%
4	Salary per month	Below Rs10,000 Rs10,000-20,000 Above 20,000 According to the production	10 60 34 45	7% 40% 23% 30%
5	Family income per month	Below Rs20,000 Rs20,000-25,000 Rs25,000-30,000 Above Rs 30,000	26 34 64 26	17% 23% 43% 17%
6	Working days per month	10-15 days 16-20 days 21-25 days 26-30 days	23 46 61 20	15% 30% 41% 13%
7	Working hours per day	Below 7 hours 8-10 hours 11-13 hours More than 13 hours	30 92 20 8	20% 61% 13% 5%

8	Work load	Very high	15	10%
		High	52	35%
		Moderate	63	42%
		Low	20	13%
9	Income to manage day-to-day life	More sufficient	25	17%
		Sufficient	56	38%
		Moderate	57	39%
		Insufficient	12	8%
10	Year of Experience	Below 4years	46	31%
		5-10years	57	38%
		11-15years	19	13%
		Above 16years	28	19%

Source: Primary Data
Inference:
The Table shows that mostly of 37% of the respondents are coming under the age group between 21 – 30 Years. Mostly of 37% of Respondents are Completed the Primary education. Mostly of 46% of Respondents are Married. Mostly of 40% of respondents are having monthly salary Rs10,000-20,000. Mostly of 43% of respondents are having Family income per monthly Rs.25,000-30,000. Mostly of 31% of respondents are having working days per monthly 21-25 days. Majority of 61% of respondents are having working hours per day 8-10hours. Mostly of 42% of respondents are having work load provided Moderate. Mostly of 39% of respondents are having income to manage their day-to-day life moderate. Mostly of 38% of respondents are having experience of 5-10years.

2.WEIGHTD AVERAGE WITH RANKING THE HEALTH PROBLEMS FACED BY THE RESPONDENTS
The respondents are asked to rank their options using this manner. This approach entails ranking the given aspects. The research adds up the weights assigned to each component in order to determine a rating of all the items involved. The research total weight assigned to each item receives the greatest weight score. The weight score is assigned a rank first, and the following ranking are assigned subsequently.

FORMULA: Weighted average = $\dfrac{f(x)}{N}$

$F(x)$ = Weight allotted for each factor, N = Number of Respondents.

FACTORS	RANK 5	RANK 4	RANK 3	RANK 2	RANK 1	TOTAL	WEIGHTED SCORE	RANK
Eye sight weakness	18	27	33	34	37	402/150	2.68	VI
	90	108	99	68	37			
Back pain	23	33	51	28	15	471/150	3.14	III
	115	132	153	56	15			
Knee pain	24	30	28	46	22	438/150	2.92	V
	120	120	84	92	22			
Joint pain	23	33	63	16	13	481/150	3.20	II
	115	132	189	32	13			
Neek pain	25	24	42	34	25	444/150	2.96	IV
	125	100	126	68	25			
Asthuma	18	22	37	21	49	380/150	2.53	VII
	90	88	111	42	49			
Headache	33	64	22	19	9	534/150	3.56	I
	165	256	66	38	9			
Coughing	10	24	37	27	49	360/150	2.4	X
	50	96	111	54	49			
High or low blood pressure	9	27	34	48	27	378/150	2.52	VIII
	45	108	102	96	27			
	9	16	22	45	57	322/150	2.146	IX

Lung damage	**45**	**64**	**66**	**90**	**57**			

Source: Primary data

INTERPRTATION

From the table various sources of the health problem of Headache is the first ranks weighted average 3.56, Joint pain ranks second with the weight average 3.20, Back pain ranks the third with the weighted average of 3.14, Neek pain ranks the fourth with the weighted average of 2.52, Knee pain was ranks fifth with the weighted average 2.92, Eye sight weakness ranks the sixth with the weighted average of 2.68, Asthuma ranks the seventh with the weighted average 2.53 , High or low blood pressure ranks the eighth with the weighted average 2.52, Lung damage ranks the ninth with the weighted average 2.14, Coughing ranked the tenth with the weighted average 2.4.

3. CHI-SQUARE ANALYSIS BETWEEN MARITAL STATUS AND OPINION OF THEIR WORK

The chi square test is a statistical test used to compare observed result with expected result. The purpose of this test is to determine if a difference between observed data and expected data is due to change, or if it is due to relationship two variable

Formula: $X2 = \Sigma \frac{(Oi - Ei)2}{E}$

Oi = Observed value

Ei = expected value

S.NO	OPINION OF THEIR WORK	PERSON Chi-square	Df	P-Value	S/NS
1	Working environment	16.051	12	0.188[a]	**NS**
2	Salary	30.750	12	0.002	**S**
3	Able to balancing the regular life	32.077	12	0.001	**S**
4	Satisfaction of the work	15.728	12	0.203[a]	**NS**
5	Family responsibilities	24.180	12	0.019	**S**
6	Lack of flexible	28.583	12	0.004	**S**
7	Lack of childcare support	132.178	12	0.000	**S**
8	Financial constraints	11.266	12	0.506[a]	**NS**

S*Significant at 5% level; NS-Not Significant at 5% level

NULL HYPOTHESIS (H$_0$):

There is no significant relationship between marital status and opinion of their work,

INTERFACE

Table no. 4.20 indicates that, the p-value is greater than 0.05 and the result is not significant at 5% level. Hence, the null hypothesis (H$_0$) has been accepted and the alternative hypothesis (H$_1$) is rejected in all the opinion of their work for Salary, Able to balancing the regular life, Family responsibilities, Lack of flexible, and Lack of childcare support.

Form the analysis it has been concluded that there is no significant association between marital status and opinion of their work-like Working environment, Satisfaction of the work and financial constraints. But the about marital status is highly related the opinion of their work on Salary, Able to balancing the regular life, Family responsibilities, Lack of flexible, and Lack of childcare support.

FINDINGS

PERCENTAGE ANALYSIS

- Mostly of 37% of the respondents are coming under the age group between 21 – 30 Years.
- Mostly of 37% of Respondents are Completed the Primary education.
- Mostly of 46% of Respondents are Married.
- Mostly of 40% of respondents are having monthly salary Rs10,000-20,000.
- Mostly of 43% of respondents are having Family income per monthly Rs.25,000-30,000.
- Mostly of 31% of respondents are having working days per monthly 21-25 days.
- Majority of 61% of respondents are having working hours per day 8-10hours.
- Mostly of 42% of respondents are having work load provided Moderate.
- Mostly of 39% of respondents are having income to manage their day-to-day life moderate.
- Mostly of 38% of respondents are having experience of 5-10years.

WEIGHTD AVERAGE WITH RANKING:

In Weighted Average with Ranking Method, it is found that the women handloom employee on their health problem of Headache is the first ranked weighted average 3.56, Joint pain ranked second with the weight average 3.20, Back pain ranked the third with the weighted average of 3.14.

CHI-SQUARE ANALYSIS

The null hypothesis (H_0) has been accepted and the alternative hypothesis (H_1) is rejected in all the opinion of their work for Salary, Able to balancing the regular life, Family responsibilities, Lack of flexible, and Lack of childcare support.

Form the analysis it has been concluded that there is no significant association between marital status and opinion of their work-like Working environment, Satisfaction of the work and financial constraints. But the about marital status is highly related the opinion of their work on Salary, Able to balancing the regular life, Family responsibilities, Lack of flexible, and Lack of childcare support.

SUGGESTIONS

- The study reveals that the problem and satisfaction of women employee in handloom sector and discovered most of the handloom women employee are facing the several issues in health and the Income of the employee to manage their Day-to-Day life.
- The organization apart from the co-operative societies would be essential to ensure a healthy condition in the work place.
- Medical facilities should be provided by the owners of the handloom unit for the handloom weavers suffering from loom-based disease in the work place.
- To complete with power loom products the cost of handloom products should be reduced.
- Some of the respondents are having huge work pressure so that suggested it is need to reduce the work pressure to reduce the work pressure provide leave to the employee.
- The weavers get more wages and if their houses get renovated it will prove a better initiative for weavers. A better house can provide a better work environment, space for work, and clean and better lighting all these can improve the productivity and health of weavers.

CONCLUSION

For the purpose of the study is to identify the problem and satisfaction of women employee in handloom sector with special reference to sirumugai Coimbatore district. The women employee faced many challenges, low wages, long working hours, less time to spending with family and friends, work load, etc. To solve these problems, it needs to laid up a number of practical recommendations, such as provide increasing employee salaries, provide some rest hours, provide some leave to employees, provide to employees enough time to complete duties. In Handloom sector can improve the working conditions and overall satisfaction of its women employee in handloom by implementing these suggestions. The handloom women employee could notice improved efficiency, safety and job satisfaction as a result of these measures. It is our hope that this project can contribute to creating a more supportive and rewarding work environment for handloom sector women employee members while also bringing attention to the challenges they face.

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