

# A study on Working Environment of Tea workers at Swamy & Swamy Plantations Private Limited

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## Abstract

The study is done to undertake and to evaluate the working environment of Tea workers at Swami & Swami Plantations Private Ltd, Coonoor. In today's world, Work is life and life is work. On an average we spend around eight to ten hours daily in the work place, that is one third of our entire life; it does influence the overall quality of our life. Job should provide utility, a feeling of happiness, constructively and purposefully. Productivity can be achieved only if the employee's quality of work life is good and better. An assured good working environment will not only attract young and new people but also retain the existing experienced persons. In this context, the researcher has analyzed the working environment of Tea workers and based on the findings of the study certain suggestions were given.

Keywords: Quality of work life, People, Productivity

## Introduction

Working Environment refers to the favorableness or unfavorableness of a job environment for the people working in an organization. The period of scientific management which focused solely on specialization and efficiency, has undergone a revolutionary change. Earlier management practices were typically a slavery system and there were no choice for human values. But the situation is totally different nowadays as an employee fit into an organization only if it suits them. Employees are now redesigning jobs for better working environment.

The approach considers people as an asset to the organization rather than as costs. Modern management paves way for equal participation from both employer and employees side and embarks the necessity of employees participation in major decision making. To satisfy the new generation workforce, organization needs to concentrate on job designs and organization of work. Further, today's workforce is realizing the importance of relationship and is trying to strike a balance between career and personal lives.

## OBJECTIVES OF THE STUDY

The main purpose of this study is to find out the present condition of working environment of tea workers. In order to achieve this objective, the following particular objectives are followed.

- To analyze the working environment of employees
- To know the factors influencing working environment
- To know about the problems of tea workers

## REVIEW OF LITERATURE

**Baba and Jamal (1991)** listed what they described as typical indicators of quality of working life, including: job satisfaction, job involvement, work role ambiguity, work conflict, work role overload, job stress, organizational commitment and turn-over intentions.

**Bertrand and Scott (1992)** in their study identified that there is an improved relationship between employer and employee which are achieved through various dimensions.

**Data (1999)** in this study – Quality of Work Life: A Human Values Approach say that in a deeper sense, quality of work life refers to the quality of life of individuals in their working organizations-commercial, education, cultural, religious, philanthropic or whatever they are. Modern society is organizational society. Individuals spend much of their lives in organization. Hence, the importance of quality of work life is unquestionable.

**Normala and Daud (2010)** in their study –Investigation the Relationship between Quality of Work Life and Organizational Commitment amongst employees in Malaysian Firms say that the quality of work life of employees is an important consideration for employers interested in improving employee's job satisfaction and commitment.

## RESEARCH METHODOLOGY

### Research Design

The research design adopted in this study is descriptive (Fact finding investigation with adequate interpretation and also includes survey enquires of different kinds).

**Population:** Total population of the tea factory is 100

**Sample Size:** Sample size is the number of items to be selected from the population. For this research 50 samples have been taken through convenience sampling.

### Tools of Data Analysis

- Percentage Analysis

$$\text{Percentage} = \text{No. of Respondents} / \text{Total No. of Respondents} * 100$$

## Collection of Data

### Primary Data:

The primary data are those, which are collected freshly and for the first time, from the employees directly. It is collected through the following methods:

1. Questionnaire: A structure of questionnaire was prepared and distributed among the employees & workers.
2. Interview: Personal from the Personnel Labor.
3. Observation: By observing the working environment.

### Secondary data:

Secondary data of the existing system through company report, internet access to collect extensive information.

## FINDINGS

Based on the analysis and interpretation the researcher has done the findings of the study are as follows:

- 60 percentage of the respondents strongly agreed that the training given by the organization helps them to achieve the required skills for performing the job efficiently.
- 80 percentage of the respondents agreed that they are comfortable with the working hours.
- 90 percentage of the respondents strongly agreed that they feel free to offer comments and suggestions in the company.
- 70 percentage of the respondents agreed that they are allowed to participate in managerial decision making.
- 10 percentage of the respondents strongly agreed that the feedback given to them by the supervisor about the work done is motivating.
- 90 percentage of the respondents strongly agreed that the company gives sufficient freedom to bring out the best in them.
- 40 percentage of the respondents agreed that the company arranges for a free health checkups for the sake of workers on regular basis.
- 50 percentages of them strongly agreed that the transportation facilities provided by the company are adequate.

- 80 percentage of the respondents strongly agreed that the company celebrates regional and national festivals.

## SUGGESTIONS

- Safety measures could be improved in the company so that workers safety could be ensured and accidents could be minimized.
- Workers may be encouraging to offer suggestions for making improvements in the company. This makes them feel their importance in the company.
- Sufficient training programs can be arranged so that the worker productivity could be improved.
- Appropriate pay strategies could be evolved to give fair and adequate compensation to the employees. Performance based increments would improve the performance of the workers.
- Medical expenses of the workers could be reimbursed.
- Providing adequate casual leave or permission may be considered.
- Information flow within the organization could be improved.

## CONCLUSION

The Swamy & Swamy Plantations Private Limited is one of the biggest factory in Nilgiris region. Apart from having one of the biggest factory in Nilgiris it is well known for their tea plantation. The quality work lives of the employees working in the factory are dedicated, honest and have well disciplined efforts towards their work. The mission is to champion the cause of the value conscious customer, through continuous value addition in products and service, building trust among consumer, pride amongst employees and long-term return of investment.

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