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December 2014 Vol - 2 Issue- 12

A STUDY ON RELATIONSHIP BETWEEN  
SOCIO ECONOMIC VARIABLES AND MORALE  
OF TEXTILE MILL EMPLOYEES IN  
DINDIGUL DISTRICT

**Dr.K.Chellapandian<sup>1</sup>& Dr.S.Senbaganathan<sup>2</sup>**

<sup>1</sup> Assistant Professor, Department of Commerce, Vivekanandha College (Autonomous)  
Thiruvudagam, Madurai, Tamil Nadu, India.

<sup>2</sup> Assistant professor, Alagappa Govt.Arts College, Karaikudi, Tamil Nadu, India.

**ABSTRACT**

**M**orale is an intangible and subjective concept. It cannot be measured directly. Employees are reluctant to express their true attitudes towards the work, environment, and management. The level of morale can be measured through observation, attitude survey, company records and counseling. In this context, it is proposed to undertake investigation identify the factors influencing the employees morale. Main objectives of this study is to find out the factors influencing the employees' morale with special reference to socio economic variables like age, sex, income, experience etc.

**KEY WORDS:** Morale, perception, Attitude, correlation, Regression

**INTRODUCTION**

Organizations are made up of people and function through people. Without people organizations cannot exist. The resources of men, money, materials and machinery are collected, coordinated and utilized through people. The rate of growth in human resources is determined by variables

such as population structure, migration and labour force participation. The quality of human resources on the other hand is influenced by the status of variables like education and training, health and nutrition and equality of opportunity.

**PROBLEM FOCUS**

All human resources are not homogeneities. Every state has enacted a number of legislation to regulate and promote the labour process. Whatever the state of labour (unskilled, semiskilled, skilled, high skilled) it is considered an asset both to person and to nation. Morale refers to *esprit de corps*, a feeling of enthusiasm, zeal, confidence in individuals or groups that they will be able to cope with the tasks assigned to them. A person's enthusiasm for his job reflects his attitude of mind to work, environment and to his employer, and his willingness to strive for the goals set for him by the organization in which he is employed. The research problem for this study is to find out how much socio Economic factors influencing the employees' morale in textile mills in Dindigul district.

**OBJECTIVE OF THE STUDY**

To identify the extent of variation in employees' morale from certain clear categories of personal variables such as age, sex, education, income, experience, etc.

**SAMPLING DESIGN**

The present study carried out on the employees of textile mills in Dindigul district. The sample mills are selected by following the Cluster Sampling Method. A selection of 270 employees was made on a simple random basis at the rate of 10 from each selected mills.

**Table 1 Distribution of Sample of Employees on the Basis of their Level of Morale**

S.No.	Level of Morale	No. of Employees	Percentage
1	Low	44	16.30
2	Medium	181	67.00
3	High	45	16.70
<b>Total</b>		<b>270</b>	<b>100</b>

Source: Primary Data

It is observed that 44 respondents have low-level of morale. It works out to 16.30 per cent. There are 181 respondents of a medium-level of morale. There are 16.70 per cent

**EMPLOYEES' LEVEL OF MORALE RELATED TO VARIOUS FACTORS**

Employees' Level of morale relating to the various factors influencing textile mills in Dindigul district is abstract and qualitative. It can be measured only indirectly through their opinions or responses to various factors in their textile mill. A scale by name "Employees' Level of Morale Scale" has been constructed to measure the level of morale of each employee respondent. This scale contains 105 items related to various factors regarding the level of employee morale in textile mills in Dindigul district.

The responses of the sample respondents to the 105 items have been recorded. The Employees' level of Morale Scale has a maximum score of 525. The respondents have been grouped into three categories namely (i) Low-level of morale (ii) Medium-level of morale and (iii) High-level of morale. This classification is done according to the "Mean  $\pm$  SD" criterion. Their mean score is 389.24 and the SD is 36.03.

**ANALYSIS OF THE DATA**

The sample employees are divided into three categories based on their respective scores. The distribution of respondents according to their levels of morale is shown in Table 1.

employees with a high-level of morale in textile mills in Dindigul district. It is found that more than two thirds of the respondents have medium-level of morale.

**CORRELATION AND MULTIPLE REGRESSION ANALYSIS**

In the foregoing analysis, the relationship of each factor with the textile mill employees' morale has been studied. The analysis has been carried forward into a

Regression Analysis in this section. Before that the simple correlation analysis made and the results are given in table 2 which shows that there is a significant relationship between nine factors with morale.

**Table 2 Simple Correlation of Selected Factors with Morale**

S.No	Factors	Correlation Co-efficient	Table value "r"	Significance
1	Sex	0.053	0.105	Not Significant
2	Age	0.112	0.105	Significant
3	Education	-0.093	0.105	Not Significant
4	Marital Status	-0.086	0.105	Not Significant
5	Type of Family	0.105	0.105	Significant
6	Size of Family	0.493	0.105	Significant
7	Community	0.266	0.105	Significant
8	Status of Employment	0.035	0.105	Not Significant
9	Secondary Occupation	0.249	0.105	Significant
10	Monthly Income	0.030	0.105	Not Significant
11	Skill Level	-0.248	0.105	Significant
12	Experience	-0.018	0.105	Not Significant
13	Membership in Trade Union	-0.111	0.105	Significant
14	Awareness of Various Acts	-0.194	0.105	Significant
15	Form of Organisation	0.500	0.105	Significant

Source: Primary Data

The partial Regression Co-efficient of the nine factors with employees' morale is significant (4.64) indicating that the nine factors, individually contribute significantly to the variations in employees' morale when the

influence of other factors is kept constant. As the R2 value is 0.597 the percentage of predictability of employees' morale in terms of these factors is 59.70%.

**Table 3 Multiple Regression Analysis of Fifteen Factors with Morale**

S. No	Factors	Partial Regression	SE of Partial Regression	"t" Value	Significance
1	Sex	4.409	4.214	1.046	S
2	Age	0.971	2.905	0.334	NS
3	Education	-0.154	3.828	-0.040	NS
4	Marital Status	6.757	6.118	1.104	S
5	Type of Family	-0.450	5.278	-0.085	NS
6	Size of Family	13.944	5.748	2.426	S
7	Community	2.593	3.067	0.845	S
8	Status of Employment	4.340	3.888	1.116	S
9	Secondary Occupation	1.933	2.610	0.740	S
10	Monthly Income	-0.530	3.239	-0.164	NS
11	Skill Level	-8.438	3.962	-2.130	S
12	Experience	-6.513	3.434	-1.897	S
13	Membership in Trade Union	0.177	4.428	0.040	NS
14	Awareness of Various Acts	-1.955	5.688	-0.344	NS
15	Form of Organisation	8.872	4.829	1.837	S

R<sup>2</sup> = 0.329

F = 8.312 significant

Percentage of Predictability = 32.90%

As the Partial Regression Co-efficient of nine of the above factors are significant, the Partial Regression Analysis has been repeated

for the nine significant factors and the results are given in Table 4.

**Table 4**  
**Partial Regression Analysis of Four factors with Morale**

S.No	Factors	Partial Regression	SE of Partial Regression	"t" Value	Significance
1	Sex	4.514	3.854	1.171	S
2	Marital Status	6.891	5.846	1.179	S
3	Size of Family	14.202	5.286	2.687	S
4	Community	2.811	2.802	1.003	S
5	Status of Employment	4.016	3.495	1.149	S
6	Secondary Occupation	1.647	2.494	0.660	S
7	Skill Level	-9.094	3.340	-2.723	S
8	Experience	-6.122	3.230	-1.896	S
9	Form of Organisation	8.932	4.712	1.896	S

$$R^2 = 0.319$$

$$F = 14.135$$

Percentage of Predictability = 31.90%

The partial Regression Co-efficient of nine factors with employees' morale shows that all the four factors individually contribute significantly to the variations in employees' morale when the influence of the factors is kept constant. As the  $R^2$  value is 0.319 the percentage of predictability of employees' morale in terms of the nine factors is 31.90%. This is normally less than, in terms of 15 factors (31.90%). This clearly indicates that the other factors have clearly little influence on employees' morale.

## FINDINGS

In this study, the extent of morale prevailing among the textile mill employees has been measured with the scale called "employees' level of morale scale". Based on the scores, the employees are divided into three groups namely those with low morale, medium morale and high morale. The following is the essence of the study.

The average morale score of the sample respondents is 389.24 out of the maximum of 525. The female respondents have a higher level of morale than the male respondents. The elderly respondents have a higher level of

morale than the young and the middle-aged. The illiterate respondents have a higher level of morale than the other respondents. The married respondents have a higher morale than the unmarried respondents.

The percentage of high level morale is the highest among the employees belonging to joint families. The percentage of a high level of morale is the highest among the employees from big families compared to small and medium sized families. The percentage of high level of morale is the highest among the SC/ST respondents. The percentage of respondents with a high level of morale is the highest among permanent employees.

The percentage of respondents with a high level of morale is highest among respondents who have secondary occupation of other than agriculture and business. The percentage of respondents with higher level of morale is the highest among the low income group. The respondents with a high level of morale are the highest among unskilled employees.

The employees who have been working for a medium period have a high level of morale. The percentage of high level morale is the highest among the employees who are members of various trade unions. The percentage of high level morale is the highest among the employees who are aware of the various legislations applicable to textile mill employees. The percentage of respondents with a high level of morale is the highest among the public limited mills.

Fifteen factors are identified and their influence on morale has been analyzed. The influence of each factor has been tested with the help of correlation co-efficient. Among the factors tested, the following are the significant influences on morale: Sex, Marital Status, Size of Family, Community, Status of Employment, Secondary Occupation, Skill Level, Experience, Form of Organisation, and these statistical tests have proved that the following factors do not influence morale. Age, Education, Type of Family, Monthly Income, Membership in Trade Union, Awareness of Various Act,.

Stepwise multiple regression analysis of nine factors reveal that Sex, Marital Status, Size of Family, Community, Status of Employment,

Secondary Occupation, Skill Level, Experience and Form of Organisation have a significant influence on morale when the influence of other factors is kept constant.

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