

JOB SATISFACTION OF WORKERS IN MATCHWORKS INDUSTRY: A STUDY WITH REFERENCE TO SIVAKASI, TAMILNADU

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INTRODUCTION

The match industry plays a vital role in providing ample employment opportunities for the people. The industry produces match box both for domestic consumption and for export. The most of the units are small and medium in size employing nearly 30,000 and above people directly. Another 50,000 people and above are employed indirectly in match connected activities such as paper work, match box, bundling, labeling, box making, transport, sales and distribution in a country wide basis.

The growth of the match works industry stems from the adoption at latest technology and the effective utilization of the opportunities of its macro environment. All the raw materials required are indigenously produced. A developing country like India has teeming unemployed millions. Match works can provide gainful employment to the youngsters.

The strong entrepreneurial personalized skills of Sivakasi contribute to efficient management of negotiations and control of operations letting to the effectiveness quick delivery and quality of products all over the world.

The match works industry in Sivakasi has emerged as a premier supplier of value added items earning high foreign exchange. Over the past six years there has been a phenomenal change in technology and large numbers of sophisticated computerized machines with full fledged processing units and other machinery required in match works industry have been imported.

The yearly additional requirements of skilled and unskilled workers are now estimated to be in the range 10,000 to 25,000 and the supply tells short of the demand. On the other hand the employees at these industries feel that they are adversely affected by unrealistic schedules, unfair wages, extended working times, forced overtime work late arrival of materials for production erratic reshuffling of work schedules, congested work places, low levels of autonomy in their jobs, lack of managerial expertise and provisions to solve their problems etc, which are all closely related to the quality of their job satisfaction.

STATEMENT OF THE PROBLEM

Match work industry plays a crucial role in the promotion and development of economy. It is one of the explosive industries. The production of match work products are manual one labour is an important factor of production in the match work industry.

Match work industry are mainly employing skilled, semi-skilled and unskilled workmen's those who are neither educationally qualified nor technically experienced. The worker can learn and get knowledge from only by doing the work. They are get wages on the basis at their performance in terms of output or by time.

In this study the researcher to study how for the workers are satisfied with their jobs, working conditions. So far still now they are unable to understand their own rights and duties. Hence the researcher made to study the quality of job satisfaction at match works industry in Sivakasi.

OBJECTIVES

The following are the specific objectives of the study

- To trace the history and growth of match works industry
- To analyse the attitude of workers towards working environment in the study area.
- To study the job satisfaction attained by the workers in match works industry.
- To offer suitable suggestion on basis of findings of the study area.

METHODOLOGY

The primary data were collected directly from the respondents through a well set pre-tested questionnaire in the study area. The data were collected from both the employees of the match work units and match works in the study area.

The secondary data were collected mainly from the publications of the inspector of factories. Apparel Exporting and Promotion Council of India and the Director of Foreign Trade and from the Government of India's official web sites.

Sampling Method

The workers are more in the match industries. Hence the sample of 60 respondents has been selected through convenient sampling technique.

Statistical Tools

The researcher has used the following statistical tools

- Chi-square test
- Percentages
- Garret Ranking

Demographic Factors

Demographic factors are influencing the behavior of an individual. The purchasing pattern and ability differ according to the demographic factors of the respondents. The study has examined the age, sex, educational status, qualification, occupation and income of the family of informants. Table 1 gives the details about the Demographic factors of the respondents.

Table 1. Demographic Factors of the Respondents

S. No	Sex	No. of Respondents	Percentage
1.	Male	27	45
2.	Female	33	55
	Total	60	100
S. No	Age	No. of Respondents	Percentage
1.	15 – 25 years	14	23.33
2.	25 – 35 years	30	50
3.	35 – 45 years	10	16.67
4.	Above 45 years	6	10
	Total	60	100
S. No	Marital Status	No. of Respondents	Percentage
1.	Married	43	71.67
2.	Unmarried	17	28.33
	Total	60	100
S. No	Educational Qualification	No. of Respondents	Percentage
1.	Illiterate	27	45
2.	Primary	8	13.33
3.	SSLC	11	18.33
4.	Higher Secondary	14	23.34
	Total	60	100

Source: Primary Data

Table 1 shows that out of 60 respondents most of the respondents are female, 50 per cent of the respondents in the age group of 15-25 years, and most of them are married, illiterate in study area.

Nature of Work

The nature of work is presented in the following Table 2

Table 2. Nature of Work

S. No.	Nature of Work	No. of Respondents	Percentage
1.	Administrative	15	25
2.	Productive	45	75
	Total	60	100

Source: Primary Data

Table 2 shows that out of 60 respondents, 75 per cent of the respondents has worked in productive process and 25 per cent of the respondents has worked in administrative process.

The study reveals the fact that the majority (75 %) of the workers has worked in productive process.

Productive Work

It is also noted that these who completed higher secondary or graduation are working as staff also the productive worker's can also be segregated as par the type of work. It is shown in the following Table 3.

Table 3. Productive Work

S. No	Productive Work	No. of. Respondents	Percentage
1.	Inner box making	7	15.56
2.	Labeling	10	22.22
3.	Outbox making	6	13.33
4.	Frame filling	4	8.89
5.	Box filling	14	31.11
6.	Bundling	4	8.89
	Total	45	100

Source: Primary Data

It is clear from the above Table 3 that out of 45 respondents, 14 respondent works in the box filling section, 10 respondents work in the label section, 7 respondent engages in inner box making section, 6 respondents work in the outbox makings section and 4 respondent works in frame and bundling work.

The above Table 3 makes it clear that most (31.11 %) of the sample force engages in box filling section.

Native Place of Respondents

This reveals that the native place of the workers are shown in the following Table 4

Table 4. Native Place of Respondents

S. No	Native	No. of. Respondents	Percentage
1.	Sivakasi is the native place	34	56.67
2.	Sivakasi is not the native place	26	43.33
	Total	60	100

Source: Primary Data

This Table 4 shows that out of 60 respondents 34 workers belong to the Sivakasi as their native place and the rest 26 workers belong to other area.

It is clear that, the majority (56.67 %) of the workers belong to the sivakasi area.

Nature of Living Accommodation

The living conditions of the sample respondents are depicted in following Table 5

Table 5.Nature of Living Accommodation

S. No	Accommodation	No. of. Respondents	Percentage
1.	Own – house	47	78.33
2.	Rental house	13	21.67
	Total	60	100

Source: Primary Data

The above Table 5 unfold that 47 workers live in own house and the remaining 13 workers live in rental house.

The majority (78.33 %) of the workers live in the own house.

Sitting Facilities

Under the Factories Act 1945 it is obligatory on the part of management to make suitable arrangement for sitting for all type of workers in a match works. The opinion about sitting arrangement facilities in the following Table 6

Table 6.Sitting Facilities

S. No	Sitting Facilities	No. of. Respondents	Percentage
1.	Highly Satisfied	32	53.33
2.	Satisfied	26	43.33
3.	Not Satisfied	2	3.34
	Total	60	100

Source: Primary Data

The above Table 6 indicates that 32 workers opine that sitting facility is highly satisfied, 26 workers feel that sitting facility is satisfied and the remaining 2 workers opine that sitting facility is not satisfied.

It is inferred that majority (53.33 %) of the workers feel that sitting facility is highly satisfied in study area.

Canteen Facilities

In general workers need good quality food. All the factories provide canteen facilities to the workers at subsidized rate the opinion of the workers relating to canteen facilities provided by the concern are narrated in Table 7

Table 7.Canteen Facilities

S. No	Canteen Facility	No. of. Respondents	Percentage
1.	Available	48	80
2.	Not Available	12	20
	Total	60	100

Source: Primary Data

The above Table 7 it is clear that out of 60 workers, 48 workers enjoy canteen facilities and the remaining 12 workers not enjoy canteen facilities in the match units.

It is inferred from the above Table 7 reveals that majority (80 %) of workers enjoy canteen facilities.

Lighting Facilities

Light is yet another important as part of working environment. The natural lighting may be derived from the side window. The opinion about the natural light in the Table 8

Table 8. Lighting Facilities

S. No	Lighting Facilities	No. of. Respondents	Percentage
1.	Good	23	38.33
2.	Not Good	37	61.67
	Total	60	100

Source: Primary Data

The above Table 8 highlights the fact that 37 respondents feel that lighting facility is good and the remaining 23 respondents opine that lighting facility is not good.

It is inferred from the above Table 8 that majority (61.67 %) of the respondents feel that lighting facility is good.

Drinking Water Facilities

Drinking water facilities are available in all the sample units. Water is supplied through taps, pots and drums. This information is reflected in the following Table 9

Table 9.Drinking Water Facilities

S. No	Water Facilities	No. of. Respondents	Percentage
1.	Good	31	51.67
2.	Normal	26	43.33
3.	Poor	3	5.00
	Total	60	100

Source: Primary Data

It is clear from the above Table 9 that 31 respondents opine that drinking water facility is good, 26 workers opine that drinking water facility is normal and the remaining 3 workers opine that drinking water facility is poor in study area.

It is inferred that majority (51.67 %) of the workers opine that drinking water facility is good.

Rest Room Facilities

As per the Factories Act 1948, the maintenance of the rest shelter becomes obligatory for every factory where in more than 50 workers are employed. The opinion about rest room facilities provided in Table 10

Table 10. Rest Room Facilities

S. No	Rest room Facility	No. of Respondents	Percentage
1.	Provided	26	43.33
2.	Not Provided	34	56.67
	Total	60	100

Source: Primary Data

The Table 10 reveals that out of 60 respondents, 34 respondents enjoy rest room facilities and the remaining 26 respondents not enjoy rest room facilities in the study area.

It is inferred that majority (56.67 %) of the respondents not enjoy rest room facilities.

Appointment of Workers

The categories of the workers may be permanent, temporary or seasonal. The number of respondents in each category in Table 11

Table 11. Nature of Appointments

S. No	Appointments	No. of Respondents	Percentage
1.	Permanent	24	40
2.	Temporary	27	45
3.	Seasonal	9	15
	Total	60	100

Source: Primary Data

From the above Table 11, it is clear that out of 60 respondents, 27 respondents has appointed as temporary workers, 24 of the respondents has recruited as permanent workers and the remaining 9 respondents has appointed as seasonal workers.

It is inferred that majority (45 %) of the respondents has appointed as temporary workers in the study area.

Period of Services

The period of services of the workers is very important because the experienced workers can understand most of their benefits and they are able to give concrete opinion regarding the benefits available in the company. It is depicted in the following Table 12

Table 12. Period of Services

S. No	Period of Service	No. of Respondents	Percentage
1.	2 years	27	45
2.	3 years	26	43.33
3.	Above 3 years	7	11.67
	Total	60	100

Source: Primary Data

From the above Table 12, it is clear that out of 60 respondents, 27 workers has gained 2 years , 26 workers has experienced 3 years and the remaining 7 workers has gained more than 3 years of experience in the respective field.

It is clear that majority (45 %) of the workers has gained 2 years of experience .

Opinion about Working Condition

The feeling of the sample force about the nature of the work are portrayed in the following Table 13

Table 13. Opinion about Working Condition

S. No	Working Condition	No. of. Respondents	Percentage
1.	Good	33	55
2.	Not Good	27	45
	Total	60	100

Source: Primary Data

It is clear from the above Table 13, that out 60 respondents, 33 respondents opine that working condition is good and remaining 27 respondents opine that working condition is not good.

The above Table 13 makes it clear that majority (55 %) of the workers opine that working condition is good.

Over Time

Generally workers are not being employed during the night or between 7.00 p.m and 6.00 am in almost all units. Overtime is not in practice, but in times of peak production period they are asked to work excess time in the morning and in the evening. It represents in the following Table 14

Table 14.Over Time Work

S. No	Over time	No. of. Respondents	Percentage
1.	Available	42	70
2.	Not Available	18	30
	Total	60	100

Source: Primary Data

From the above Table 14, it is clear that out of 60 respondents, 42 of the respondents opine that over time is available in the factory and the remaining 18 of the respondents opine that over time is not available in the factory

It is inferred from the above Table 14, reveals that majority (70 %) of the workers opine that over time is available in the factory.

Precautionary Measures

The opinion about precautionary measures displayed in the following Table 15

Table 15. Precautionary Measures

S. No	Precautionary Measure	No. of. Respondents	Percentage
1.	Good	21	35.00
2.	Normal	20	33.33
3.	Poor	19	31.67
	Total	60	100

Source: Primary Data

From the above Table 15, it reveals that out of 60 respondents, 21 respondents feel that precautionary measure is Good , 20 respondents opine that precautionary measure is Normal and the remaining 19 respondents feel that precautionary measure is Poor.

It is inferred that majority (35 %) of the respondents feel that precautionary measure is good.

Safety Measures

The risk at fire and explosion is ever present in the match industry besides hazards due to the inoculation of dust and fumes. The risk is greater where materials and boxes are manually handled. All possible source of ignition and friction should be eliminated the opinion about the safety measures to the following Table 16

Table 16. Safety Measures Facilities

S. No	Safety Measures	No. of. Respondents	Percentage
1.	Good	19	31.67
2.	Normal	38	63.33
3.	Poor	3	5.00
	Total	60	100

Source: Primary Data

From the above Table 16, it is clear that out of 60 respondents, 38 respondents have opined that safety measures is Good, 19 workers have opined that safety measures is Normal and remaining 3 workers have opined that safety measures is Poor. It is inferred that majority (63.33 %) of the respondents have opined that safety measures is Normal in the study area.

Period of Payment Wages

The categories of the wages may be weekly, monthly, fortnightly. It is shown in the following Table 17

Table 17. Period of Payment Wages

S. No	Payment of wages	No. of. Respondents	Percentage
1.	Daily	5	8.33
2.	Weekly	36	60.00
3.	Monthly	6	10.00
4.	Fortnightly	13	21.67
	Total	60	100

Source: Primary Data

The above Table 17 highlights the fact that out of 60 respondents, 36 of the respondents has received wages as weekly basis, 13 of respondents have received wages as fortnightly, 6 respondents have received wages as monthly once and the remaining 5 respondents have received wages on daily.

It is clearly understood that, majority (60 %) of the respondents have received wages as weekly basis.

Opinion about Wages

Match factory are covered by the Minimum Wages Act 1948. Wage payment to the workers is presented in the following Table 18

Table 18.Opinion about Wages

S. No	Opinion of Wages	No. of. Respondents	Percentage
1.	Highly Satisfied	16	26.67
2.	Satisfied	30	50.00
3.	Dissatisfied	14	23.33
	Total	60	100

Source: Primary Data

From the above Table 18, it is clear that out of 60 respondents, 30 respondents have satisfied about the present wage payment system, 16 respondents have highly satisfied about the present wage payment system and the remaining 14 respondents have Dissatisfied about the present wage payment system.

It is inferred from the above Table 18 that, majority (50 %) of the respondents have satisfied about the present wage payment system.

Opinion about Bonus

Bonus is something to the good, especially extra dividend to the shareholders of the company, distribution of the precocity to insurance policy holders or gratuity to workmen beyond their wage payment. It is shown in the following Table 19

Table 19.Opinion about Bonus

S. No	Bonus	No. of. Respondents	Percentage
1.	Highly Satisfied	16	26.67
2.	Satisfied	40	66.67
3.	Not Satisfied	4	6.66
	Total	60	100

Source: Primary Data

It is inferred from the above Table 19, that out of 60 respondents, 40 respondents has satisfied about the bonus system, 16 respondents has highly satisfied about the bonus system and the remaining 4 respondents has dissatisfied about the bonus system.

It is understood that, majority (66.67 %) of the respondents has satisfied about the bonus system.

Opinion about the Fringe Benefits

The respondents were asked to rank the various opinions about fringe benefits. Garret ranking technique has been used to rank the reasons.

The Garret ranks are calculated by using appropriate Garret ranking formula. Then based on the Garret ranks, the Garret table value is ascertained. The Garret table values and scores of each rank in tables are multiplied to record scores in tables finally by adding each row the total Garret score is obtained.

Per cent position = $100(R_{ij}-0.5)/N_j$

R_{ij} = Rank given for i th item by the j th sample respondents.

N_j = Total rank given by me j th sample respondents.

Table 20. Opinion about the Fringe Benefits

S. No	Details	I	II	III	IV	V	TOTAL
1	Medical benefits	33	5	6	7	9	60
2	Housing facilities	5	14	13	17	11	60
3	Educational facilities	11	15	16	6	12	60
4	Credit facilities	4	19	14	16	7	60
5	Emergency first aid	7	7	11	14	21	60

Garret value

S. No	$100(R_{ij}-0.5)/N_j$	C.V	G.V
1	$100(1-0.5)/5$	10	75
2	$100(2-0.5)/5$	30	60
3	$100(3-0.5)/5$	50	50
4	$100(4-0.5)/5$	70	40
5	$100(5-0.5)/5$	90	20

Calculated Garret Value

S. No	Details	I	II	III	IV	V	TOTAL
1	Medical benefits	2475	300	300	280	225	3580
2	Housing facilities	375	840	650	680	275	2820
3	Educational facilities	825	900	800	240	300	3065
4	Credit facilities	300	1140	700	640	175	2955
5	Emergency first aid	525	420	550	560	525	2580

Garret Score

S. No	Details	G.S	A.S	Rank
1	Medical benefits	3580	59.67	I
2	Housing facilities	2820	47.00	IV
3	Educational facilities	3065	51.08	II
4	Credit facilities	2955	49.25	III
5	Emergency first aid	2580	43.00	V

The Table 20 Highlights the Garret ranking scores and the average scores. The average scores are ranked according to their values. The first rank is given to “Medical benefits”, second rank to “Educational facilities”, third rank to “Credit facilities”, fourth rank to “Housing facilities” and the last rank is given to “Emergency first aid”. It brings to light that Medical benefit is the main reason for fringe benefits.

Transport Facilities

In this modern era transport facility is inevitable one. Most of the concern provided transport facilities to almost all workers in this factory. It is shown in the following Table 21

Table 21. Transport Facilities

S. No	Transport Facilities	No. of. Respondents	Percentage
1.	Provided	38	63.33
2.	Not provided	22	36.67
	Total	60	100

Source: Primary Data

From the above Table 21, it is clear that among 60 respondents, 38 respondents enjoy transport facilities in the factory and the remaining 22 respondents not enjoy transport facilities in the factory.

It is inferred that majority (63.33 %) of the respondents enjoy transport facilities in the factory.

Opinion about Social Security Measures

The respondents were asked to rank the various opinions about social security measures. Garret ranking technique has been used to rank the reasons.

The Garret ranks are calculated by using appropriate Garret ranking formula. Then based on the Garret ranks, the Garret table value is ascertained. The Garret table values and scores of each rank in tables are multiplied to record scores in tables finally by adding each row; the total Garret score is obtained.

Per cent position = $100(R_{ij}-0.5)/N_j$

R_{ij} = Rank given for i th item by the j th sample respondents.

N_j = Total rank given by me j th sample respondents.

Table 22. Opinion about Social Security Measures

S. No	Details	I	II	III	IV	V	TOTAL
1	Compensation to workers	4	19	14	16	7	60
2	Disablement benefits	11	15	16	6	12	60
3	P.F. contribution	33	5	6	7	9	60
4	Gratuity payment	5	14	13	17	11	60
5	E.S.I. benefits	7	7	11	14	21	60

Garret value

S. No	$100(R_{ij}-0.5)/N_j$	C.V	G.V
1	$100(1-0.5)/5$	10	75
2	$100(2-0.5)/5$	30	60
3	$100(3-0.5)/5$	50	50
4	$100(4-0.5)/5$	70	40
5	$100(5-0.5)/5$	90	20

Calculated Garret Value

S. No	Details	I	II	III	IV	V	TOTAL
1	Compensation to workers	300	1140	700	640	175	2955
2	Disablement benefits	825	900	800	240	300	3065
3	P.F. contribution	2475	300	300	280	225	3580
4	Gratuity payment	375	840	650	680	275	2820
5	E.S.I. benefits	525	420	550	560	525	2580

Garret Score

S. No	Details	G.S	A.S	Rank
1	Compensation to workers	2955	49.25	III
2	Disablement benefits	3065	51.08	II
3	P.F. contribution	3580	59.67	I
4	Gratuity payment	2820	47.00	IV
5	E.S.I. benefits	2580	43.00	V

The Table 22 highlights the Garret ranking scores and the average scores. The average scores are ranked according to their values. The first rank is given to “P.F. contribution”, second rank to “Disablement benefits”, third rank to “Compensation to workers”, fourth rank to “Gratuity payment” and the last rank is given to “E.S.I. benefits”. It brings to light that P.F. contribution is the main reason for social security measures.

Industrial Relations

Industrial relations are the process of information among human beings. It is an area of management in integrating, people into work situation in a way that motivates them to work together productivity, co-operatively and with economic, psychological and social satisfaction. The workers in the sample units feel that the rules and regulations are easy and they are beings supervised while doing work the industrial relations in the following Table 23.

Table 23. Industrial Relations

S. No	Industrial Relations	No. of. Respondents	Percentage
1.	Excellent	17	28.33
2.	Good	25	41.67
3.	Normal	18	30.00
	Total	60	100

Source: Primary Data

Table 23 reveals that out of 60 respondents, 25 respondents opine that industrial relations is Good in the factory, 18 respondents opine that industrial relations is Excellent in the factory and the remaining 17 respondents opine that industrial relations is Normal in the factory.

It is clear that majority (41.67 %) of workers opine that industrial relations is Good in the factory.

TESTING OF HYPOTHESES

Chi – Square Test

Chi-square test is applied to know the relationship between the educational qualification and nature of work, wage ,industrial relations and job satisfaction of the respondents in the study area. The following formula has been used.

$$\text{Chi – Square test } X^2 = \sum \frac{(O - E)^2}{E}$$

$$E = \frac{\text{Row Total} \times \text{Column Total}}{\text{Grand Total}}$$

O - Observed Frequency

E - Expected Frequency

df - Degrees of Freedom

df - [r-1] [c-1]

r - Row

c - Column

In order to test the relationship between the educational qualification and nature of work, wage, industrial relations and job satisfaction the following null hypotheses have been framed.

- “There is no significant relationship between educational qualification and nature of work among the match industries.”
- “There is no significant relationship between the wages and the job satisfaction of employees.”
- “There is no significant relationship between the industrial relations and job satisfaction.”

For testing the above hypotheses X^2 values were calculated. The calculated values of X^2 were compared with the table values of X^2 ,located from X^2 table for the desired level of significance on the given degrees of freedom. If the calculated values of X^2 are less than the table values of X^2 ,it confirms to the hypotheses. In case the calculated value exceeds the table values the null hypotheses are rejected. For the purpose of this analysis,95 per cent level of confidence have been adopted. The table values of X^2 are denoted as $X^2_{0.05}$ at 95

per cent level of confidence [or] 5 per cent level of significance. The calculated values are denoted as X^2 .

Analyses the Level of Significance

Type of Hypothesis	Variables	Table Value (@ 5%)	Calculated Value	Level Of Significance
H ₀	Educational Qualification And Nature Of Work	9.48	9.84	Significance
H ₀	Wages And The Job Satisfaction	5.99	2.70	No Significance
H ₀	Industrial Relations And Job satisfaction	5.99	0.595	No Significance

RESULTS OF THE PROPOSED HYPOTHESES

- Since the calculated value (9.84) is less than the table value (9.48) at 5% significance level. The null hypothesis is rejected. Hence “There is relationship between educational qualification and nature of work among the match industries.”
- Since the calculated value (2.70) is less than the table value (5.99) at 5% significance level. The null hypothesis is accepted. Hence, “There is no significant relationship between the wages and the job satisfaction of employees.”
- The calculated value (0.595) is less than the table value (5.99) at 5% significance level. The null hypothesis is accepted. Hence, “There is no significant relationship between the industrial relations and job satisfaction.”

SUGGESTIONS

The detailed analysis of job satisfaction of workers in the match units has made the researcher to offering the following suggestions for the betterment of the match units.

- Depending upon the number of employees, rest room with adequate facilities should be organized. The employees can make use of rest room when they feel sick. The rest room should be used only for the employees and not for business purpose.
- With the reference to drinking water, lighting, canteen and sitting facilities it should be made available to them at the work place itself.
- The working place should not be congested and it should not be congested and it should be arranged in a way that the workers feel free to work with.
- With regard to the safety measures, good housekeeping, maintenance of emergency gateway, provision of alarm, fire resistance and training in using them are necessary to minimize the risks.
- Since many workers are coming from nearby villages. The management can mini-canteen which can be mobile type workers can refresh them at work.
- Also the wages can be increased to help the workers to improve their standard of living.

- The industrialists may also institute to credit facilities for emergency requirements.
- Frequent medical check-up should be provided to them since the employee health helps in the growth of organization.
- The employer should provide for housing facilities he should help the workers by providing note books, books, and wages and so on to their school going children.
- Match unit's workers due not formed trade unions. It is advisable to from trade union in match units to promote their welfare. It will help to reduce the problem of the workers in the factories.
- The management may call for suggestions from the workers for the improvement of the match factories and also ask the opinion of employees in implementing the safety measures.
- Periodical wage revision must also be undertaken by the employer so as to improve the employee's morale towards the organization.

CONCLUSION

Overall inference drawn from the study is that the working environment conditions, fringe benefits, social security measures and industrial relations are normal in the study area. Hence the study units should concentrate those factors for betterment of the study area. It is also find that the most of the respondents have satisfied about Provident Contributions, Disablement benefits and opine employer and Compensation to workers.

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