

## **A STUDY ON EMPLOYEES LIVELIHOOD PATTERN IN AMARAVATHI CO-OPERATIVE SUGAR MILL, KRISHNAPURAM, UDUMALPET**

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### **ABSTRACT**

*Sugar industries development is backbone to economic development of the nation. In India, Sugar industry is the second largest agro-based industry and it contributes significantly to the socio economic development of the nation. Indian sugar industry is also a major sector to create employment probably 7.5 per cent in Indian economy. The sugar industry plays a leading role in global market being the world's second largest producer after Brazil, producing nearly 15 and 25 per cent of global sugar and sugarcane respectively. The sugar industry produces around 300-350 million tons (Mt) cane, 20-22 Mt white sugar and 6-8 Mt jaggery and khandsari to fulfill the domestic consumption of sweeteners. The industry is able to export around 1300 MW of power to the grid. Sugar industry is also involve to make avail of sugar complexes by manufacturing sugar, bio-electricity, bio-ethanol, bio-manure and chemical. These contribute about 1 per cent to National GDP. Sugar industries in India remains regulated and are a source of livelihood for 50 million farmers and their families. It provides direct employment to over 5 lakh not only for skilled laborers but also to semi-skilled laborers in sugar mills and allied industries across the nation.*

**KEYWORDS:** *Socio Economic Development, Semi-Skilled Laborers Sugarcane and Facilities of Transporting raw Materials*

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### **INTRODUCTION**

Sugar industry is second largest agro based industry after comparing the cotton industry in India. Sugarcane is most important commercial crop and it occupying 5.0 million hectares in area of the Indian nation. It contributes significantly to the socio economic development of the nation. The Sugar industry is mostly oriented to a single raw material, namely Sugarcane that forms 60% of total cost of production. Therefore, the industry is naturally conditional by the available of sugarcane and facilities of transporting raw materials to the sugar factory. Proximity of the raw material is essential, as the "sucrose" content of the sugarcane will decrease soon after the cane is harvested and it better to the earliest opportunity to have good recovery of sugar.

The 1<sup>st</sup> positive evidence of sugar in solid form is from Persia, about 5000 A.D with the spread of cultivation in India. Sugar has intact replaced "Jaggery" and is keeping pace with the increasing demand for sugar

Next to Textile, it is the biggest industry employing about 2, 00,000 skilled and unskilled workers and 50,000 technicians, besides providing employing about 20 million cultivation. In addition. In addition to this, there

are 1000 of the people engaged in sugar trade, transportation of sugar and sugarcane and also in its bi-products such as alcohol, Plastics, Paper, Sugar Feed, Synthetic rubber and Fiberboard. The Sugar industry in recent years has begun to export foreign Sugars, Thus earning valuable foreign exchange. Besides, it provides rupees 3000 crores in the form of taxes to exchequer.

### World Sugar Production

Currently, about 110 countries produce sugar from either cane or beet, and eight countries produce sugar from both cane and beet. Sugarcane, on average, accounts for nearly 80% of global sugar production. Last October/September season the top ten producing countries (India, Brazil, Thailand, China, the US, Mexico, Russia, Pakistan, France, Australia) accounted for nearly 70 % of global output.

Sugar crops offer production alternatives to food, such as livestock feed, fiber and energy, particularly biofuels (sugar-based ethanol) and co-generation of electricity (cane bagasse). Sugarcane is generally regarded as one of the most significant and efficient sources of biomass for biofuel production. A wide range of environmental and social issues are connected with sugar production and processing, and sugar crop growers, processors, plus energy and food companies, are seeking ways to address concerns related to sugar production, biofuels and sustainability.

### Sugar Production in India

Some 50 million farmers and millions of more workers are involved in sugarcane farming. India is the world's largest consumer of sugar. According to data from the Indian Sugar Mills Association, the country's sugar mill produces 268.21 lakh (26,821,000) tonnes of sugar between October 1, 2019 and May 31, 2020.

Sugar has been produced in India since ancient times and then it spread to other parts of the world. Sugarcane is a native of tropical Indian subcontinent and Southeast Asia. In India, sugarcane is planted thrice a year in October, March and July depending on part of the country. Most of the sugar production in India takes at local Cooperative Sugar mills. After gaining Independence, India made serious plans for overall industrial development of sugar industry. Brown sugars are made by mixing white sugar with various amounts of molasses. Light brown sugar has a milder flavour as compared to dark brown sugar. Light brown sugar is often used in sauces and most baked goods.

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**Table 1: Sugar Production in India**

Year	Hectare (Thousand)	Production Tonnes / Hectare	Production (Million Tonnes)
1961	2,413	45	110
1971	2,615	48	126
1981	2,666	58	154
1991	3,686	65	241
2001	4,315	68	296
2011	4,944	69	342
2019	5,061	80	405

Source: en.m.wikipedia.org

## **International Trade**

World sugar trade averages about 64 million tonnes/year. Raw sugar accounts for around 60 % of internationally trade volumes. Although many countries produce sugar, top five exporters (Brazil, Thailand, EU, Australia, India) were responsible on average for nearly 70% of the world trade in 2016-18. Brazil, as the largest producing and exporting country in the world, dominates world trade, accounting for about 45% of global exports. Indonesia, China the United States were world's largest importing nations in 2018.

## **Workers 'Problems**

The Tamil Nadu Sugar Industry is responsible for about 10% of the total sugar production in India. At Present the Tamil Nadu Sugar Industry comprises of 41 Sugar Mills in Tamil Nadu, with 16 of them in public sector, 3 Sugar mills in public sector and 22 Sugar mills in the private sector. The sugar industry provides direct employment to about 3.25 lakh workers besides indirect substance to about 30 million cane growers all over the country. Further it accounts for providing employment to scores of thousand in the sugar trade in the transport of sugarcane and sugar etc. The sugar industry is transforming the rural structure by. Establishing links of sugar factories with sugar cane growers on a permanent basis not only in cooperatives but also in private and public sector sugar factories. The plight of the sugar factory workers is perhaps worse than that of the cane growers, for the former are facing the prospect of displacement from their jobs. Lakhs of sugar workers in the country have been facing total. disruption of their lives, particularly in recent years. This is due to the closure of. Co-operative factories in most of the states. Moreover, sugar workers have not received their wages for months on end.

The sugar workers in the country have been seeking for several years, wage parity with urban organized-sector labour, standardization of wages in the industry and gradation and proper classification of the workers according to skills, but in vain. Even the wage board recommendations which were brought into force in 1989 have- not been implemented in many factories to this day. As a matter of fact, the sugar workers have not demanded implementation, as they believe the recommendations are unfair to them. The seasonal workers of some factories in UP, Maharashtra, Karnataka and Tamil Nadu have not been getting the benefit of retention allowance, house rent allowance or medical allowance, not to mention provident-fund benefits. Monsoons the erratic trend in the production of sugar is attributed to the fact that it is an agro-based industry and its output fluctuates with the vagaries of monsoons.

Secondly, the output of cane is influenced to a great extent by the prices of sugarcane - industry's main raw material - which, in turn, depends upon the prices of competing food crops on. The one hand and the cane prices fixed by the Government on the other. The output of sugar is also greatly influenced by the relationship between cane prices and gur prices. From the production side sugar cane can be used for the manufacture of sugar or gur. From the consumption side, the substitution of sugar in place of gur arises when the prices of sugar fall in relation to gur prices.

## **STATEMENT OF THE PROBLEM**

Human resource is considered to be the most valuable asset of any organization. It is the sum total of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the employed persons. The human resource should be utilized to the maximum possible extent in order to achieve individual and organizational goals. It is thus the employee's performance which ultimately decides the attainment of goals. Employee's performance in turn depends on motivation and job satisfaction.

Every individual has certain needs and motives which he wants to fulfill and any jobs which fulfill these needs and motives gives him satisfaction. It is probably the major aim of every worker to get maximum satisfaction from the job.

Some important causes for job satisfaction are wages, incentives, working environment, behaviour of superiors, scope for promotion and recognition of merits. The high job satisfaction leads to improved productivity, decreased turnover, reduced accidents and less job stress in the long run.

Against this background ‘‘ **A Study on Employees Livelihood Pattern in Amaravathi Co-Operative Sugar Mill, Krishnapuram, Udumalpet**’’ was undertaken with the following objectives:

- To study the job of the profile respondents in Amaravathi Co-op Sugar mill ltd, Krishnapuram, Udumalpet
- To identify the factors which determine the job satisfaction of the respondents in Amaravathi Co-op Sugar mill ltd, Krishnapuram, Udumalpet
- To find out the respondents satisfaction toward monetary and non-monetary measures.
- To give suggestion to improve the job satisfaction levels of the Respondents.

The Amaravathi Co-operative Sugar mill ltd Krishnapuram based company, was named after the river "AMARAVATHI", started as adjunct to the Amaravathi reservoir project was taken up for construction under the first 5 year plan. A committee of sponsors under the chairmanship of Thiru .G.R. Damodaran, M.L.C, took steps to put up sugar factory. As a result of their unstained efforts the mill was registered as a Co-operative society under the co-operative societies act VI of 1932 on 09.12.1955.the society started function from 13.12.1955. The license for the establishment of the factory was granted by the Govt of India on 28.OS, 1956, the licensed capacity at the time of Installment was 900Tons per day. The installed capacity was 800/1000 tons per day. The investment for 800 tons capacity was Rs 120 lakhs with the permission of the State Govt Expansion from 800 tons to 1200 tons with the cost of Rs 42 lakhs orders were placed for the sugar machinery.

**Name:** The Amaravathi Co-operative Sugar Mill Ltd

**Location:** Krishnapuram, Tiruppur (D.T) Tamil Nadu

**Factory Nature:** Co-operative

**Year of Commencement:** 1960

**Source of Water:** Amaravathi River

**Area of Own Cane Fame:** 27.42 acres

**Area of Factory:** 30 acres

**Seasonal Period:** April to September

## **SCOPE OF THE STUDY**

The present study reflects existing economic quality of work life in sugar mills. To measure quality of work life in the sampled sugar mill, fair compensation, safe and healthy working conditions, opportunity to use and develop human capabilities, opportunity for career growth, social integration in the work organization, constitutionalism in the work organization, work and total life space and social relevance of work are included. Apart from these, component like job stress, participation in decision making, recognition and praise, interpersonal relations, which are considered as important can also be used for further research.

**Area of Study:** The study was undertaken in **The Amaravathi Co-operative sugar mill Ltd in Krishnapuram, Udumalpet (TK)**”.

**Period of Study:** The study was conducted between 02 to 18th February 2021.

**Selection of the Sample:** A Sample consisting of 100 respondents employed in The Amaravathi Co-operative Sugar Mill Ltd, Krishnapuram were purposively selected for the study. Random Sampling was used to select the respondents.

**Collection of Data:** The primary data required for the study was collected through well designed questionnaire. Questions were framed to cover information relating to the job satisfaction of workers in The Amaravathi Co-operative sugar Mills Ltd. Formulated questions were well structured and tested to ensure logical sequence. Respondents were provided required assistance by the researcher for filling up the questionnaire. Direct personal interview method was adopted for collecting the data using pre-structured questionnaire.

#### **Analysis of the Data Collected:**

The collected information were reviewed and consolidated into a master table. For the purpose analyzing, the data were further processed by using statistical tools namely percentage analysis, chi square analysis, ranking tables, and scaling technique was used to find out the satisfaction level of the respondents. The respondents were asked to rank their order of various factors determining job satisfaction in the Amaravathi Co-operative Sugar Mill, Krishnapuram Udumalpet. The scaling technique was used to find out the satisfaction level of the respondents.

The information collected through the questionnaires is the subject matter of analysis in this chapter. The questionnaire was constructed in such a way to obtain information regarding the respondent’s livelihood pattern on textile mills employees. The collected data has been analyzed and presented in this chapter. The findings of the analysis are summarized as follows.

- Nearly 76 % percent of the respondents were males.
- 32 % of the respondents were in the age group of 46-55 years
- More than 64 % of the respondents were graduates.
- More than 86 percent of the respondents were married.
- Nearly 56 percent of the respondents performed technical jobs.
- Majority (20percent) of the respondents covered under study are working in accounts department.
- 36 % of the respondents were found to be temporary workers.
- Majority (36 %) of the respondents had job experience of 11 to 20 years.
- 60% of the respondent had taken up the job due to family circumstances.
- Majority (60 %) of the respondent got paid on monthly basis.
- 44 % of the respondents were found to draw a monthly salary of above Rs.30,000
- The mill uses only 8 Hours i.e. 9AM to 5PM, and 100 percent of the respondents were working for 8 hours.

- All the respondents worked in day shift. They all worked overtime also on shift basis of work.
- Overtime was not compulsory for any of the workers.
- 100 percent of the workers were paid normal wage rate.
- 64 % of the respondent was found to get bonus.
- 74 % of the respondents were given general training.
- 68 % of the respondents were not given increment.
- More than half of the respondents had promotional opportunities.
- 56 % of the respondents were motivated by appreciation from their superiors.
- Regarding overtime work, 84 respondents were neutral and remaining 16 respondents were unsatisfied.
- 52 % of the respondents' were recognized by being given promotion for motivation to work.
- 84 % of respondents were demotivated to work as they were not given transfer.
- 56 % of the respondents had good relationship with co-workers.
- 64 % of the respondents were found satisfied with their jobs.
- Good facilities were recognized by all the respondents.
- 76 % of the respondents were satisfied with their mill's policies and procedures.
- 58 % of the respondent found their superiors to be encouraging.

## CONCLUSIONS

To create a cordial atmosphere and smooth relationship between the mill and the employees, it is essential to satisfy the needs of the later. Medical facilities should be extended to these workers. It is hoped that this type of study therein will be useful for improving the economic welfare of the workers. If the study could be useful to the policy makers and the managements of cooperative sugar mills for making such an attempt, the researcher may feel that she is amply rewarded.

A healthy interchange of ideas can take place often, paving the way for positive work climate. Hence it is suggested that a clear flat structure with well-defined duties and responsibilities should be designed by the cooperative sugar mills to improve the welfare of the workers.

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