

Chapter No.

4

SOCIAL,
PSYCHOLOGICAL
WORK
ENVIRONMENT IN
POWERLOOM
INDUSTRY IN VITA

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SOCIAL & PSYCHOLOGICAL WORK ENVIRONMENT IN POWERLOOM INDUSTRY IN VITA

4.1 Introduction:-

Social & Psychological work environment is another important factor of work environment. Any industry is a complete social system. According to Maslow's need Hierarchy theory social needs of human being plays an important role. Worker in industry is essentially a social animal, rarely happy unless he has contact with other people. Hence social work environment directly affect the efficiency and productivity of worker. Social work environment includes policies of management regarding formation of workgroups making use of informal communication, interaction between superior and subordinates, encouragement to employees to interact socially with other employees. Psychological work environment includes motivation, leadership, job satisfaction, communication, perception of workers etc. Hence study of these factors is important

This chapter analyses and interprets the data regarding social and psychological work environment in powerloom industry in Vita. Following are some of the important factors of social and psychological work environment.

4.2 Job satisfaction:-

Job satisfaction is very important psychological factor of work environment. As satisfied employee is an asset of any organization it is required to satisfy the employee at optimum level. There are various ways by which the worker can be satisfied i.e. giving them high wages, providing good working conditions, giving them better life style etc. In addition to this, they require a word of praise also. In powerloom industry the labour shortage has become a very serious problem, it is required to satisfy all the wants of labour. The various aspects of job satisfaction of workers in powerloom industry in Vita are discussed as under;

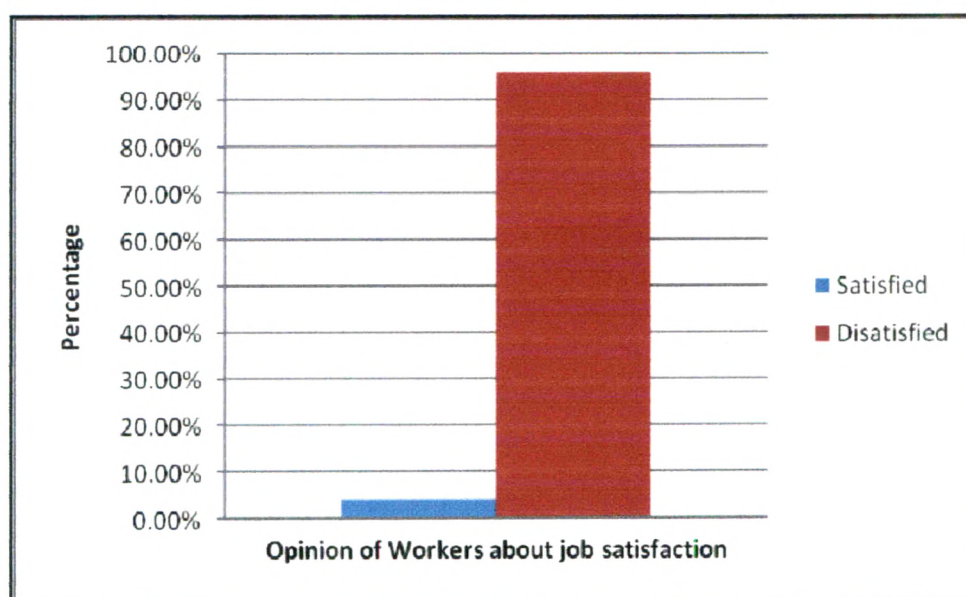
4.2.1 Job satisfaction among workers:

It is observed that the opinion of workers regarding job is not favorable. Many workers expressed their dissatisfaction about the job. Following table shows it;

Table No. 4.1 – Opinion of workers regarding job satisfaction

Sr. no	Opinion of workers	No. of workers	Percentage
1	Satisfied	06	04.00%
2	Dissatisfied	144	96.00%
	Total	150	100.00%

Diagram No. 4.1



It is clear from table no.4.1 that only 4% workers are satisfied about the job while 96% workers are dissatisfied about the job.

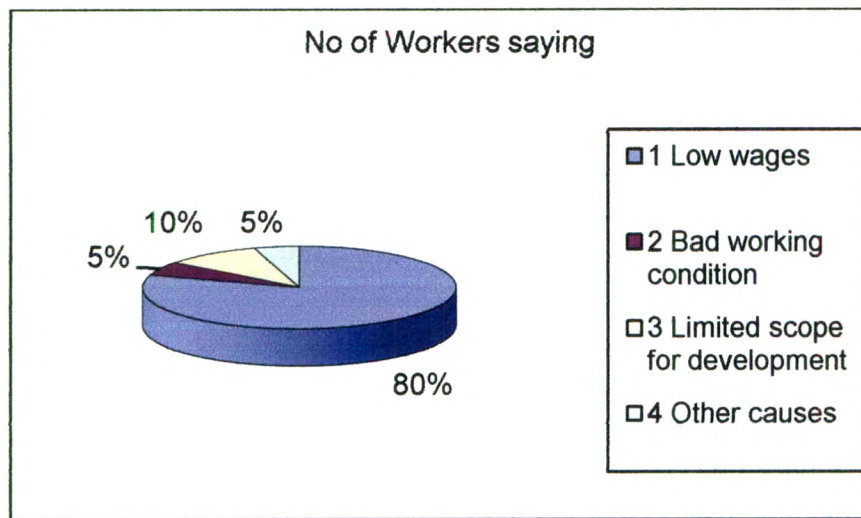
4.2.2 Causes of dissatisfaction about job:

There are various causes of dissatisfaction of workers in powerloom industry in Vita such as low wages, bad working conditions, limited scope for development, fatigue arising out of work, improper treatment from owners etc. All these causes of dissatisfaction badly affect on production and productivity of workers. Among these causes three causes are important i.e. low wages, bad working conditions & limited scope for development. The observation showed the following results;

Table No. 4.2 - Causes of dissatisfaction of workers

Sr. no	Causes of dissatisfaction	No of Workers saying	Percentage
1	Low wages	120	80.00%
2	Bad working condition	08	05.00%
3	Limited scope for development	15	10.00%
4	Other causes	07	05.00%
	Total	150	100.00%

Diagram No. 4.2



Causes of dissatisfaction

From the above Pie chart it is clear that;

- 1.) 80% workers are dissatisfied because of low wages.
- 2.) 5% workers says that it is bad working conditions which affects adversely on job satisfaction.
- 3) 10% workers are dissatisfied because of limited scope for their development in this industry.
- 4) 5% workers expressed other causes for their job dissatisfaction such as improper treatment from their owners, fatigue arising out of work etc.

From the above analyses it is found that low wages is main cause for job dissatisfaction in this industry.

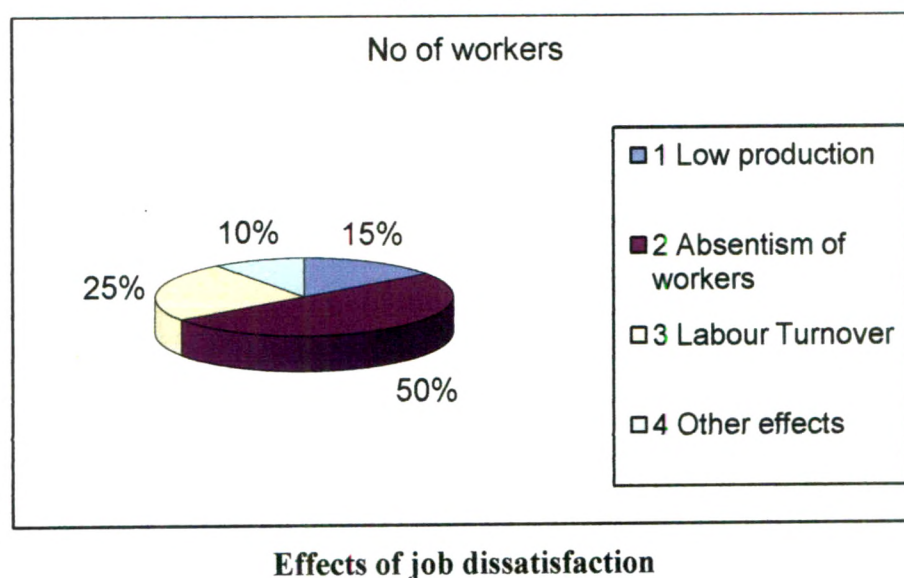
4.2.3 Effects of job dissatisfaction:

There are many bad effects of job dissatisfaction of workers in powerloom industry in Vita. Among these effects low production, absenteeism, turnover of workers are main effects. The number of workers in powerloom industry in Vita is reducing on large scale. Thus labour shortage is main problem which can be seen everywhere in powerloom industry in Vita and reason for this is job dissatisfaction of workers. These facts are explained by following table;

Table No. 4.3 - Effects of job dissatisfaction

Sr. No	Effects of job dissatisfaction	No of workers	Percentage
1	Low production	23	15.005%
2	Absenteeism of workers	75	50.00%
3	Labour Turnover	37	25.00%
4	Other effects	15	10.00%
	Total	150	100.00

Diagram No. 4.3



It is seen from table no. 4.3 that;

- 1) 15% workers have opinion that job dissatisfaction affect on their production both on quality and quantity.
- 2) According to 50% workers job dissatisfaction results in absenteeism of workers.
- 3) 25% workers say that job dissatisfaction result in labour turnover.

4) 10% of the workers are suffering from other effects such as disruption of their family life, negative attitude toward work, low morale etc.

From the above analysis it is clear that majority of workers have opinion that job dissatisfaction is the main reason for absenteeism of workers in powerloom industry in Vita.

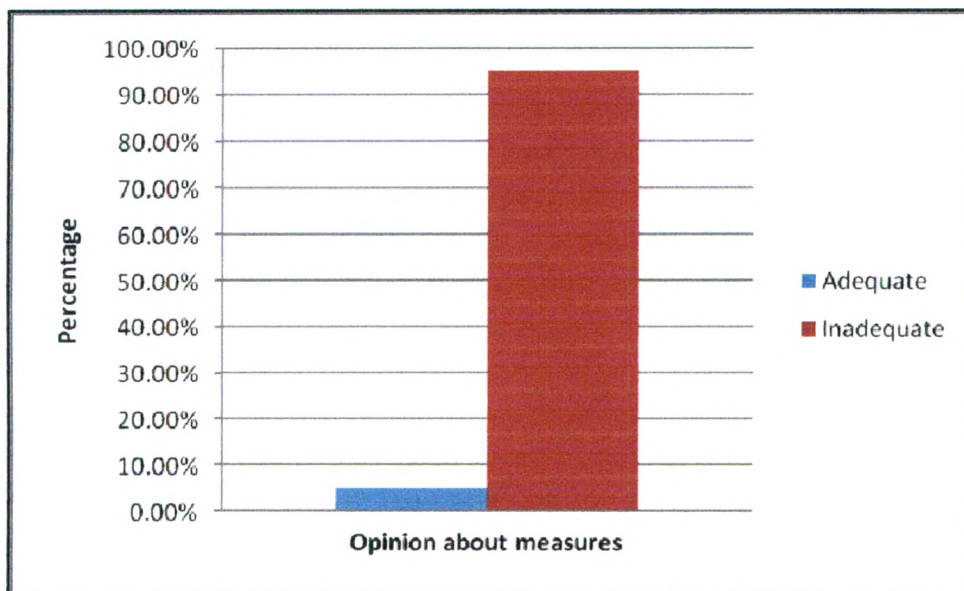
4.2.4 Measures taken for job satisfaction of workers:

It is observed that majority of workers in powerloom industry in Vita are dissatisfied about measures taken for job satisfaction of workers by powerloom owners. These measures include drawing facility to workers, incentives for workers, small parties of feasts etc. According to these workers these measures are inadequate. It is explained by following table;

Table No. 4.4 measures taken for job satisfaction

Sr. no	Opinion about measures	No. Of workers	Percentage
1	Adequate	08	05.00%
2	Inadequate	142	95.00%
	Total	150	100.00%

Diagram No. 4.4



From the above diagram4.4, it is clear that:

- 1) Only 5% workers are satisfied about measures taken for job satisfaction
- 2) 95% workers say that these measures are inadequate.

4.3 Training Facility:-

Worker should get proper training from their owners regarding work. Training is essential not only for new workers but also old workers. Training enriches skill of workers as well as develops the quality of production. However very few attention have been given by powerloom owners towards this fact. Following table will show the availability of training facility in powerloom industry in Vita;

Table No. 4.5 - Availability of Training facility

Sr. no	Availability of Training Facility	No of workers	Percentage
1	Yes	15	10.00%
2	No	135	90.00%
	Total	150	100.00%

From the above table it is clear that, in many powerloom shed workers do not get facility of training. The newly recruited workers observe their elders or senior workers while they are working. But considering the importance of training the situation is now changing and many powerloom owners have started to employ separate trainer for training of workers. This is an attempt to attract new generation for working in powerloom industry in Vita.

4.4 Job Security:-

Job security is one of the important factors of psychological work environment. According to Henry Fayol, job security is one of the principal of management. Job security creates enthusiasm and well wishes regarding organization in the minds of workers. There is 100% job security in powerloom industry in Vita. It is explained by following table;

Table No. 4.6 - Job security given to workers

Sr. no	Opinion about job security	No of workers	Percentage
1	Yes	150	100.00%
2	No	-	-
	Total	150	100.00%

It is clear from above table that there is full job security in powerloom industry in Vita. As there is labour shortage in powerloom industry in Vita powerloom owners do not afford to retrench their workers. In fact attempts are made to attract more and more workers to this sector. In some cases they are given a lot of financial support for staying in this industry. The powerloom worker in Vita is not totally dependent on this industry. This work is done as side businesses as majority of workers are related to agricultural sector. Hence owners are ready to provide them advance amount while they are joining their work

The above analysis makes clear that job insecurity is not a problem for workers in powerloom industry in Vita. However workers are not given any written guarantee regarding this.

4.5 Motivation:-

Motivation is an inner psychological force that activates and compels the person to behave in a particular manner. According to George Terry "Motivation is the desire within an individual that stimulates him or her to action" All behavior is in some way motivated. Motivation originates from the needs and wants of an individual. It is a tension of lacking something in his mind, which forces him to work more efficiently.. Motivation leads to effective use of resources, higher efficiency, Reduced labour turnover and absenteeism, healthy industrial relations etc. Motivation may be positive or negative. Positive motivation involves incentives, awards, and profit sharing. Whereas negative motivation involves pressures, threats, fines etc.

Motivation is an important psychological factor in powerloom industry in Vita. Various aspects regarding motivation are discussed as follows;

4.5.1 Existence of Motivation System:

The observation regarding existence of motivation system is discussed by following table

Table No. 4.7 - Existence of Motivation

Sr. No	Existence of Motivation	No of workers	Percentage
1	Yes	150	100
2	No	-	-
	Total	150	100%

From the above table no.4.7 it is very clear that 100% workers say that there is motivation system in their powerloom sheds. In fact motivation to workers is the main cause of stability of limited workers in this industry in Vita. There are various means of motivation and these are useful for satisfaction of workers.

4.5.2 Means of motivation:

Means of motivation may be positive or negative but in powerloom industry in Vita negative means are rarely used. Positive means of motivation are used on large scale. This means include drawing facility, premium pay for overtimes, small parties for workers, bonus etc. The observations regarding these means are discussed as follows;

4.5.2(i) Drawing Facility:

Drawing facility is an important mean of motivation in powerloom industry in Vita. The survey regarding drawing facility showed following results;

Table No. 4.8 – Availability of Drawing Facility

Sr. no	Availability of Drawing Facility	No of Workers	Percentage
1	Yes	150	100.00%
2	No	-	-
	Total	150	100.00%

It is observed from table no.4.8 that 100% workers get drawing facility from their owners. This amount may vary from owner to owner. Some workers explained that they can get large amount of drawings from their owner. This fact reveals that drawing facility is the main attraction for new workers. In fact there is competition in owners for providing drawing facility to workers to attract the workers. However it is possible only for owners who have strong financial position. Hence generally they do not face problem of labour shortage. However for owners whose financial condition is not strong, it is not possible for them to provide large amount of drawing to workers. Therefore they face problem of labour shortage. The amount of drawing may vary from Rs. 1000 to Rs. 30000 and more.

4.5.2(ii) Promotion System:

In powerloom industry workers are not promoted as supervisors or not given any higher post such manager. This fact is revealed by following table:

Table No. 4.9 - Existence of promotion system

Sr. no	Existence of promotion system	No of Workers	Percentage
1	Yes	-	-
2	No	150	100
	Total	150	100.00%

From the above table it is clear that there is absence of promotion system in powerloom industry in Vita. The workers do not get any promotion. They had to remain workers throughout their lives experience get the same wages and the specified rates.

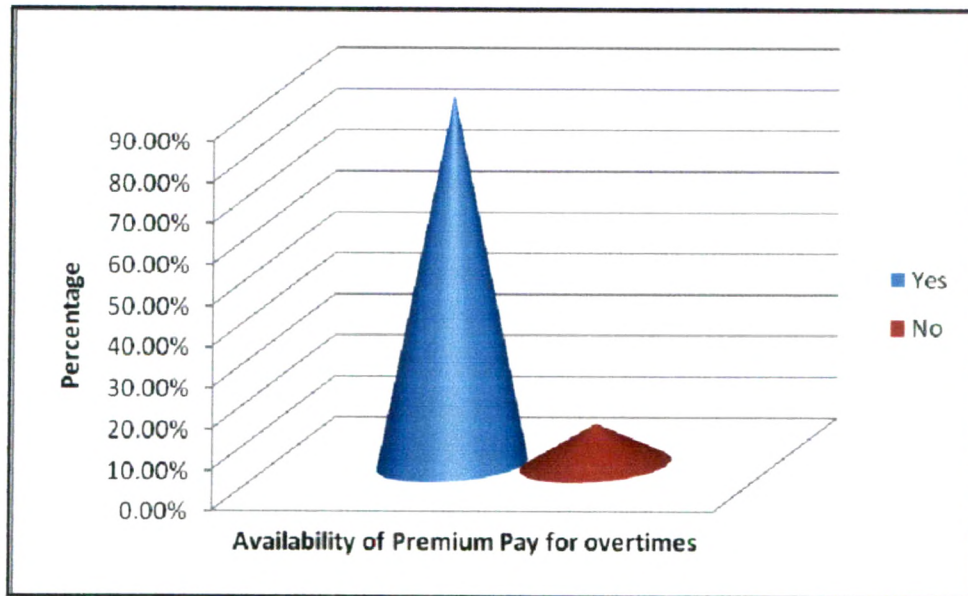
4.5.2. (iii) Premium pay for overtimes:

Workers in powerloom industry in Vita work in two shift i.e day shift and night shift. These shifts are generally of 12 hours. However, sometime worker of another shift remain absent. In such case if any worker work in another shift i.e. he do overtimes, he get premium pay for working on such holiday. However this system is not followed in all powerloom shed. The observation regarding such facility showed the following results.

Table No. 4.10 - Availability of Premium Pay for Overtimes

Sr. no	Availability of Premium Pay for overtimes	No. of Workers	Percentage
1	Yes	135	90.00%
2	No	15	10.00%
	Total	150	100.00%

Diagram No. 4.5



It is seen from diagram no.4.5 that:

- 1) 10 % workers get premium pay for overtime while,
- 2) 90% workers do not get overtime for such overtimes. Such workers change their job in absence of such facility.

4.5.2(iv) Bonus:

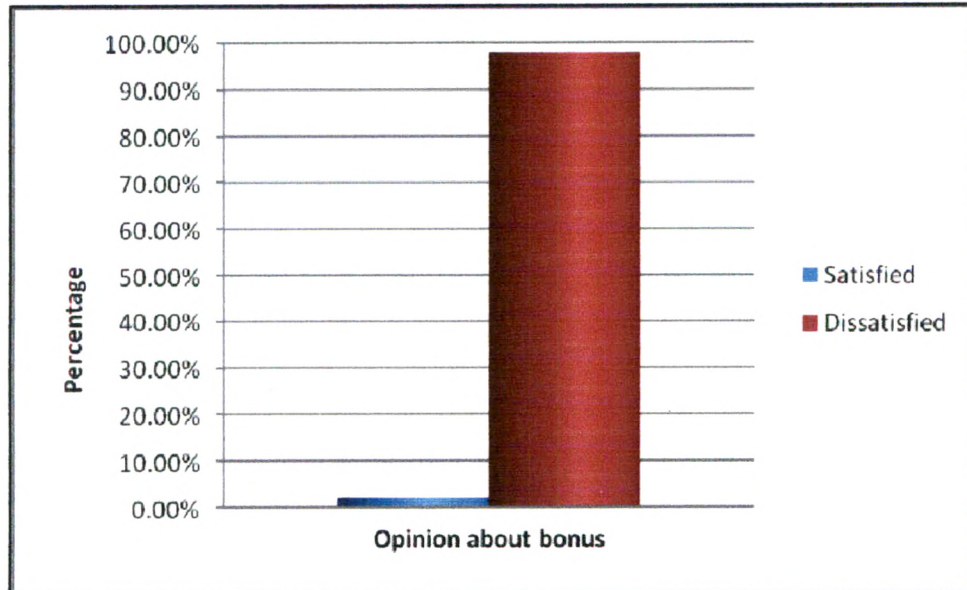
Bonus is an important mean of motivation. Bonus is given at the time of Divali festival in powerloom industry in Vita. Bonus is given at a certain percentage on total wages of the year. The workers such as jobbers, who get fix amount of wages per week or per month, are given bonus of one month's wages. The rate of bonus fluctuates every year. Generally rate of bonus goes on increasing every year. However workers in powerloom industry in Vita are dissatisfied about the bonus. It will clear from following table and diagram;

Table No. 4.11 - Opinion of workers about Bonus

Sr. no	Opinion about Bonus	No of Workers	Percentage
1	Satisfied	03	02.00%
2	Dissatisfied	147	98.00%
	Total	150	100.00%

From the above table no. 4.11 it is clear that 147 workers out of 150 workers are dissatisfied while 03 workers are satisfied about bonus. This is shown by following diagram;

Diagram No. 4.6



From the above diagram it is clear that only 2% of workers are satisfied about bonus while 98% of workers are dissatisfied about bonus given by powerloom owners.

The discussion with workers regarding dissatisfaction about bonus reveals that the rate of bonus they get is very low as compared to bonus of workers in Ichalkaranji city. According to workers, in Ichalkaranji rate of bonus is 20% to 30% while they get only 13% to 15% bonus. That means they get 10% less bonus as compared to workers in Ichalkaranji city. But discussion with powerloom owners reveal that it is not affordable to them to pay bonus on basis of Ichalkaranji city which is major city i.e. Manchester of Maharashtra. According to powerloom owners, there is full availability of workers as well as their productivity is very high as compared to powerloom workers in Vita, their production per week is more as compared to Vita. Hence it is not possible for powerloom owners in Vita to provide bonus to their workers as per rate of bonus in Ichalkaranji city

4.5.2(v) Arrangement of small parties:

This is also a kind of motivation. Small parties of Veg-non-Veg meals are arranged for workers in powerloom industry. Such parties are arranged generally monthly or quarterly depending upon desire of powerloom owners. Generally immediately after Divali festivals such parties are arranged. Arrangement of small parties is an attempt to create good image about powerloom owner and maintain stability of workers. The observations regarding such aspect reveal that 100% worker get such parties by their powerloom owners.

4.5.2(vi) Awards & Prizes:

Workers should get awards and prizes for the excellent work done by them. This generate good image about the industry and owners in the minds of workers. However general observation reveals that the workers in powerloom industry do not get any awards or prizes for the excellent work done by them. They only get word of praise from their owners.

4.5.2(vii) Pension after retirement:

There is not system of pension after retirement in powerloom industry in Vita. In fact there is not any specific age for retirement. There are some workers whose age is above 60. These workers work only for their livelihood. There is not any system of financial support for old age workers from owners.

4.5.2(viii) Paid Holiday & Leave:

The workers in powerloom industry in Vita do not enjoy any paid holiday neither weekly nor festivals. This fact is shown by following table;

Table No. 4.12 - Holidays enjoyed by powerloom workers in Vita

Sr. no	Holidays	No of Workers saying Yes	No of Workers saying No
1	Paid Holidays	-	150
2	Festivals	-	150
3	National	-	150

It is clear from the above table that powerloom workers in Vita do not enjoy any sort of paid holidays or other holidays. However there is weekly holiday on Tuesday but the workers do not receive payment for this weekly holiday if they do not work. It has also been observed that even republic and independence days are not declared as holidays. The workers have to work on the national holidays also for earning their wages.

As per the government circular the workers in powerloom industry are entitled to 21 days earned leave but this rule is not followed anywhere in Vita. Therefore workers are deprived of this facility. As the workers in Vita are not powerfully organized they failed to register voice to get their right of earned holidays and leave.

4.5.2(ix) Allowances:

The Powerloom industry in Vita does not provide any type of allowances to their workers such as Traveling allowance, Dearness Allowance; house Rent Allowance, Children Education Allowance etc. The observation reveals that 100% workers do not get any type of allowance. Most of the workers are resident of small villages near from Vita city. Hence they travel weekly to their village. Some workers reside in Vita by taking house on rent. Hence there is expectation from most of the workers that they should get allowances but it is neglected by powerloom owner.

4.5.2(x) Method of wage payment:

There are two method of payment of wages i.e. i) Time rate method ii) Piece rate method. According to time rate method workers get wages according to time i.e. the time taken for doing a specific task. Piece rate method involves payment of wages according to production of commodity.

Piece rate method is followed in powerloom industry in Vita i.e. workers get wages according to the quantity they have produced. The wage rate changes according quality of cloth. Workers get wage rate as following;

Table No. 4.13 - Wage rate of powerloom workers in Vita

Sr. no	Pick of cloth	Rate Per Mtr.(in Paise)
1	48	57
2	50	59
3	52	62
4	54	64

Table no.4.13 reveal that workers in powerloom industry in Vita get very low wage rate per pick.

The government of Maharashtra issued as order in 1986 regarding the minimum wages of the powerloom workers. However this provision is not followed in powerloom industry in Vita.

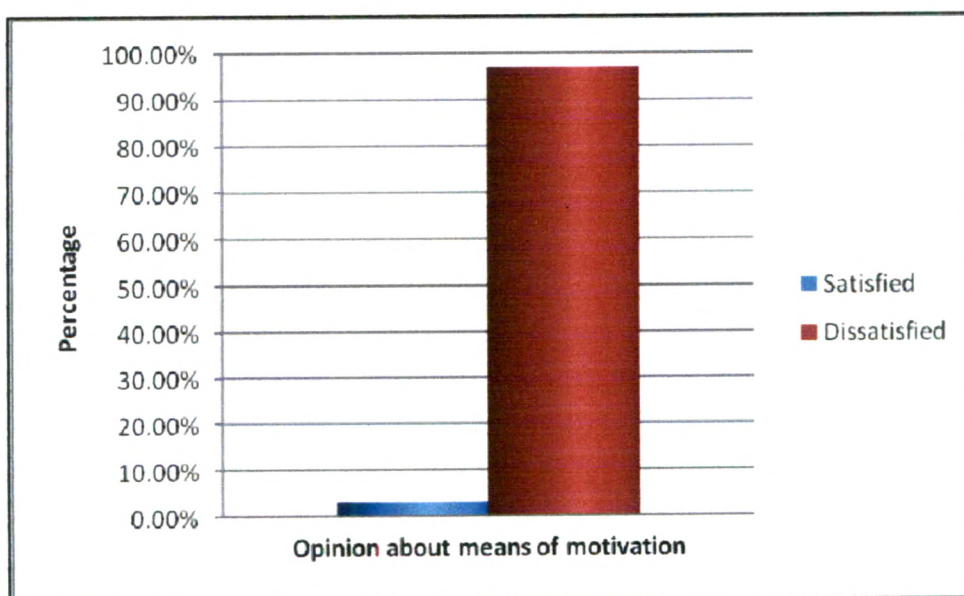
4.5.3 Satisfaction about means of motivation:

The survey regarding satisfaction about means of motivation of workers reveals the following facts;

Table No. 4.14 - Opinion about means of motivation

Sr. no	Opinion about means of motivation	No of Workers	Percentage
1	Satisfied	05	03.00%
2	Dissatisfied	145	97.00%
	Total	150	100

Diagram No. 4.7



From the above diagram and table it is clear that:

- 1) 97% workers are dissatisfied about means of motivation.
- 2) According to 3% workers these means are adequate.

Observations regarding this reveal that the workers are dissatisfied because of low wage rate in this industry. According to the workers if they work on farm for 6 – 7 hours, they get more amounts of wages than the wages they get in powerloom industry in Vita. In addition to this, the workers do not get proper treatment from their owners. If there is any mistake in work they are scolded by their owners. In spite of these means of motivation their social status is not good in society. They are treated as inferior as compared to other workers in other industries. They join in this industry as worker and remain workers for their whole life period. These means are inadequate as compared to Ichlkaranji city.

4.6 Relation between workers & Management:-

The relation between workers & management is not used in broad sense in powerloom industry in Vita. In this industry worker is weaver and management is owner. Nearly in all powerloom sheds there is no separate manager for management. The owners himself act as a manager. Various aspects regarding relation between workers & management are discussed as follows;

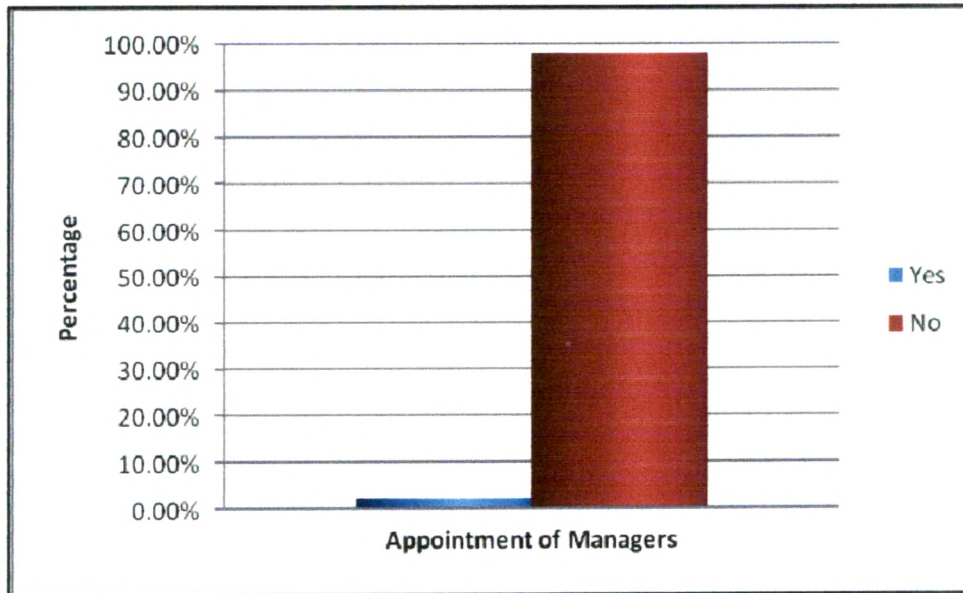
4.6.1 Appointment of managers:

The observation regarding appointment of manager showed the following factor;

Table No. 4.15 - Appointment of managers

Sr. no	Appointment of managers	No of Workers	Percentage
1	Yes	03	02.00%
2	No	147	98.00%
	Total	150	100.00%

Diagram No. 4.8



From the above table and diagram it is clear that:

- 1) Only 2% workers says that there is separate manager or supervisor for the management in their shed while,
- 2) 98% workers say that there is not separate manager for management. Family members of powerloom owners do the work of management. Hence there is no necessity of appointment of managers. Only in powerloom sheds where the scope of work is large and it is not possible for owners o handle the work, separate appointment of managers are made.

4.6.2 Nature of relation between owners (management) & Workers:

Table No. 4.16 - Relation between owners and workers

Sr. no	Opinion about relation	No of Workers	Percentage
1	Co-operative & Friendly	143	95.00%
2	Hostile ness	07	05.00%
	Total	150	100.00%

It is clear from table no. 4.16 that majority of workers are satisfied about relation between workers & management:

- 1) According to 95% workers relation between owners and them is co-operative and friendly while,

- 2) Only 5% workers say that the relation between owners and them is of hostile nature. According to them there is always dispute between them and owners. Their views are controversial.

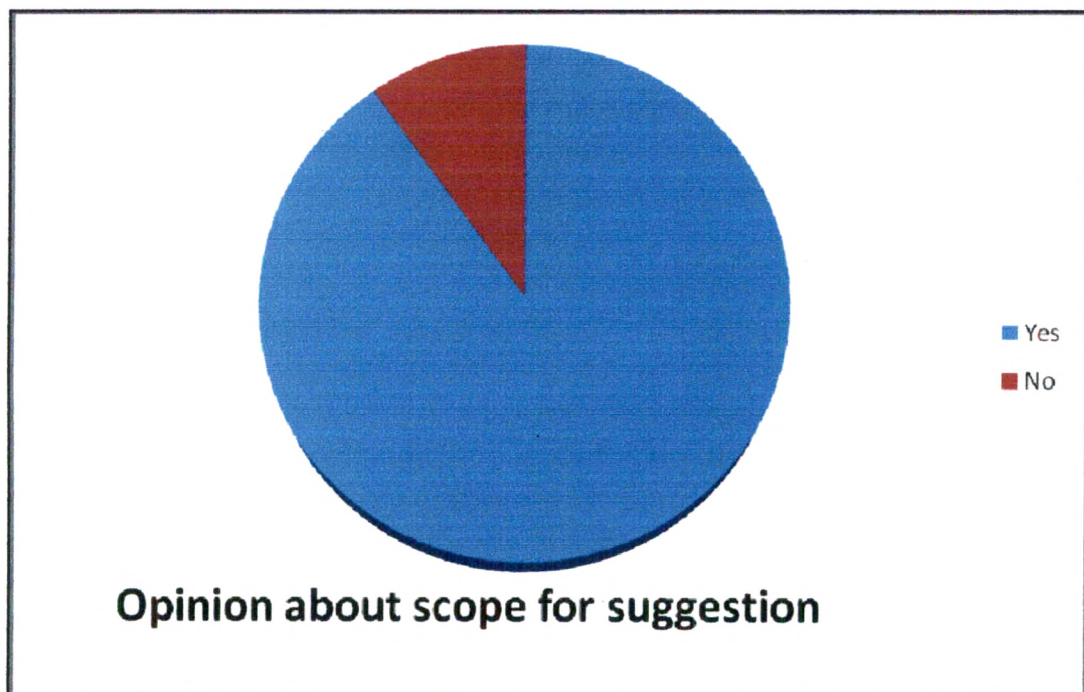
4.6.3 Scope for suggestion of new idea:

If is necessary for any industry to introduce new ideas for development of industry. Workers may generate these ideas also. hence there should be scope for suggestion of such new ideas. This chance should be given to workers, however observation regarding this showed the following facts;

Table No. 4.17 - Opinion about scope for suggestion

Sr. no	Opinion about scope for suggestion	No of Workers	Percentage
1	Yes	135	90.00%
2	No	15	10.00%
	Total	150	100.00%

Diagram No. 4.9



The diagram no.4.9 shows that:

- 1) For 10% workers, there is no scope for suggestion,

- 2) For 90% workers there is scope for suggestion of new ideas however it is seen that where workers have such scope the relation between workers & owners is very friendly and in such sheds workers are more stable and satisfied

4.6.4 Appreciation for good work:

Workers good work should be appreciated which is useful for healthy industrial relation between workers and management. This part is very necessary in powerloom industry in Vita, because as there is labour shortage, it is in favor of owner to make appreciation of workers good work. The data regarding this showed the following facts;

Table No. 4.18 - Opinion about appreciation for good work

Sr. no	Opinion about appreciation for good work	No. of Workers	Percentage
1	Yes	148	99.00%
2	No	02	01.00%
	Total	150	100.00%

Table no. 4.18 explains that nearly all workers get appreciation from their owner for their good work. Only 1% workers do not get any word of praise for their good work. According to them they are only scolded by their owner for one or another reason.

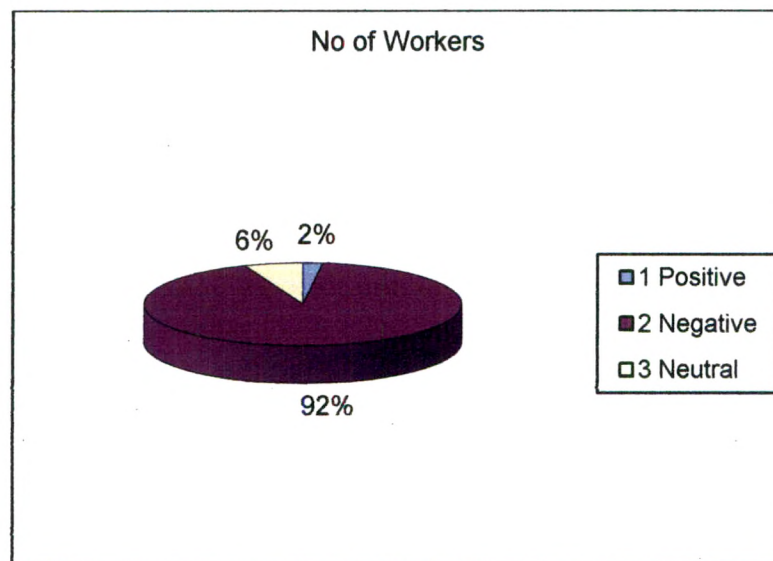
4.7 Attitude of workers:-

Workers attitude also affect their behavior in organization. Attitude of worker is an important psychological factor in work environment. Attitude can be defined as “A tendency to feel and behave in a particular way towards some object”. Following is the table showing attitude of the workers towards their job in powerloom industry in Vita;

Table No. 4.19 - Attitude towards work

Sr. no	Attitude towards work	No of Workers	Percentage
1	Positive	03	02.00%
2	Negative	138	92.00%
3	Neutral	09	06.00%
	Total	150	100.00%

Diagram No. 4.10



Attitude towards work

From the table and Pie chart it is clear that:

- 1) Workers attitude towards the work is majorly negative or neutral.
- 2) Only 2% workers have positive attitude towards work.
- 3) 92 % workers have negative attitude and 6% have neutral attitude towards work.

4.8 Workers participation in management:-

Workers participation in management is need of hour. It is useful for healthy industrial relations. If workers are given participation in management it creates sense of responsibility among them. It also creates healthy atmosphere in industry and helps in achieving objectives of the organization. However as explained earlier there are not separate managers in powerloom industry in Vita. Owners themselves act as manager. There is little scope workers participation in management in powerloom industry in

Vita. The worker only participate in suggesting new ideas of better production system. better physical working condition etc. However he is not participated in other forms such as co-partnership, profit sharing, joint management council, work committees etc. Workers are not given any kind of financial participation in management. The observation regarding this aspect is explained by following table;

Table No. 4.20 – Forms of workers participation in management

Sr. no	Forms of workers participation in management	No of Workers saying	
		Yes	No
1	Profit sharing	-	150
2	Co-Partnership	-	150
3	Works committees	-	150
4	Suggestion system	15	135

It is very clear from table no. 4.20 that workers participation management is rarely seen in powerloom industry in Vita. Workers participate only in suggestion system. However its percentage is very low. There is not existence of other forms such as profit sharing, co-partnership, workers committees etc. However these forms should be introduced for better results in this industry.

4.9 Group Formation:-

Group is collection of two or more people work with one another regularly to achieve common goals. Group may be formal or informal .Formal group is officially designated to serve a specific organizational purpose while informal group emerge without officially designated by organization. The observation regarding various aspects of group formations are discussed as follows;

4.9.1 Types of groups in powerloom industry in Vita:

Table No. 4.21 – Types of group

Sr. No.	Types of group	No. Of Workers	Percentage
1	Formal	-	-
2	Informal	150	100.00%
	Total	150	100.00%

As shown in the above tables there are only informal group in powerloom industry in Vita. It means there are informal relations between workers in powerloom industry in Vita. As there are no separate managers appointed for management the formal groups are not seen in this industry. Informal groups can be classified into friendship group tend to work together, sit together and do things together even outside work place. Interest group consists of person who shares common interest. This could be job related interest.

4.9.2 Employer's policy about group formation:

The observation regarding employer's policy about group formation showed the following results:

Table No. 4.22 - Employer's Policy about Group formation

Sr. No.	Employer's Policy about Group formation	No. Of workers	Percentage
1	Favorable	148	99.00%
2	Unfavorable	02	01.00%
	Total	150	100.00%

From the above table, it is clear that employer's policy about group formation of workers is favorable. As there is informal group in powerloom industry in Vita, powerloom owners always try to create friendship group among workers. The reason behind is that workers in powerloom shed have to work together. If there is conflict between two workers it creates tensions among other workers. It also adversely affect on production. On the other hand if the relation between workers is of informal nature i.e. of friendly nature, then all functions of the work can be conducted very smoothly. Hence it is in favor of owner to have informal group of work. Therefore their policy is favorable for group formation of workers in powerloom industry in Vita.

4.9.3 Trade Unions:

In the powerloom sector, the trade union development is also a major problem. It has been noticed that labour in the Powerloom sector is not strongly united. There are no Powerloom organizations. In the initial period of development of

powerloom sector in Vita, there was one organization. However it is also not existed in Vita. The reasons for not developing unions of powerloom workers are as follows:

- i) Workers coming from outside are not interested in such organizations.
- ii) The relation between workers & owners is on individual level. Therefore they are reluctant to organize themselves in unions
- iii) There is no good leadership
- iv) Workers who are working in powerloom sector are not completely dependent upon powerlooms. So they are not interested in unions

Generally the workers in this industry do not come together as they are working under different owners and at different places. In addition to this the peculiar situations of the workers in powerloom industry does not encourage the workers to unit and to fight. Therefore the workers in powerloom industry are not prepared to go on strike. There are rare cases of workers going on strike.

Conclusions about social and psychological work environment:

From the detailed explanation of the various aspects of social and psychological work environment the general conclusions regarding this can be drawn as follows:

1) Job Satisfaction:

96 % of workers in powerloom industry in Vita are not satisfied about their job. The reasons behind that are bad working conditions, low wages, limited scope for the development etc. But among these low wages is the major reason of job dissatisfaction. The results of such job dissatisfaction are absenteeism, labour turnover, low productivity etc. The workers are not happy by the measures taken by the owner to satisfy their wants.

2) Traning Facility:

It was found that there is not separate training centre for providing training to workers in powerloom industry. The newly recruited workers observe the senior workers while they were working and get trained however nowadays considering the importance of training some powerloom owners have started to employ separate trainer for training their workers.

3) **Job Security:**

There is 100 % job security to workers. This was due to shortage of workers in this industry. The workers are free to accept and left the job. Workers themselves are not very serious about the job because this job is part time job for them as majority of workers are related to agricultural sector.

4) **Motivation:**

Some measures are taken for motivating the workers such as bonus at the time of Divali Festival, premium pay for overtime work, feast to workers, drawing facilities. However according to workers these measures of motivation are not enough for them. They are expecting awares & prizes, pension, paid holiday & conveyance allowances for them. But these means are not affordable to owners. Workers are not promoted as supervisor, manager etc. Worker remains worker during his life time in this job.

5) **Relation between Workers & Management:**

The professional approach is not followed in powerloom industry in Vita. The family members are working as manager. There is direct relation between workers and owners. There is friendly and co-operative relation between workers and owners.

6) **Attitude of Workers toward Work:**

As the worker remain worker in this job, their attitude toward work is negative. Nearly 92 % workers are of opinion that this job does not satisfy their all wants and they are reluctant to bring their children in this job.

7) **Workers participation in Management:**

There are various ways of workers participation in Management such as profit sharing, co-partnership, worker committees etc. However workers are given participation by suggestion system. They are not participated by other ways. Workers are only allowed to suggest some new ideas for production. They are not given any type of financial participation.

8) Group Formation:

There are only informal group in powerloom industry in Vita. As there is not system of appointing separate persons for management such as supervisors, managers etc, workers are motivated to form informal group. It is also in favor of owners to have such groups in their shed as will create unity in workers. However there is absence of trade unions in powerloom industry in Vita.

In a nutshell the social and psychological work environment in powerloom industry in Vita is not satisfactory and it needs further improvement.