

Problems and Prospects of Employees in the Manufacturing Sector in the Haridwar District of Uttarakhand, India

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Abstract - The manufacturing sector serves as a critical driver of economic growth and employment generation in numerous regions worldwide. Haridwar, located in the northern Indian state of Uttarakhand, has emerged as a vibrant industrial hub, attracting significant investments and witnessing rapid industrialization in recent years. The manufacturing sector in Haridwar encompasses a wide range of industries, including automotive, pharmaceuticals, consumer goods, and textiles, among others. The sector's growth has led to a substantial increase in employment opportunities, attracting a diverse workforce seeking stable livelihoods. While Haridwar's manufacturing sector development has brought many advantages, it has also produced a number of difficulties for the workers in this fast-paced sector. In order to comprehend the effects on the general well-being, work satisfaction, and future possibilities of the manufacturing sector employees in Haridwar, it is imperative to examine and analyse these difficulties. Every employee is a fortune for their organization, and their skills contribute to its growth. The present research article aims to investigate the problems and prospects faced by manufacturing sector employees in Haridwar. The primary data used in the study was collected from 100 employees (from 20 factories) in the manufacturing sector through a well-structured questionnaire administered by interview. Tools used in the study are Microsoft Office and the Statistical Package for Social Science (SPSS), which are used to interpret the data. Wilcoxon signed-rank test statistics are used to test the hypothesis. The study's main findings are that male dominance occurred in this sector; most employees graduated and got professional degrees. More than 80% got below 40k as their monthly income, while about 65% were unsatisfied with their current wages. The main problems faced by the employees are poor working conditions, followed by low salaries, a lack of employment security, long working hours, health problems, a lack of social benefit schemes, a lack of medical facilities, a lack of awareness about the government's welfare schemes, and a lack of transportation to reach their workplace.

Keywords: Economic Development, Primary, Wages, Employment, Medical Facilities

I. INTRODUCTION

The manufacturing sector is a vital component of any economy, driving economic growth, generating employment opportunities, and contributing to technological advancements in numerous regions worldwide. However, like any other industry, the manufacturing sector faces its fair share of challenges and prospects. In this context, it is

essential to understand the problems and prospects that employees in the manufacturing sector encounter in the current situation. Historically, the development process has witnessed people shifting from agriculture to non-farm activities such as manufacturing and the service sector. This renders the manufacturing sector crucial for India's development and employment prospects (IBEF 2019). Haridwar, located in the northern Indian state of Uttarakhand, has emerged as a vibrant industrial hub, attracting significant investments and witnessing rapid industrialization in recent years. The manufacturing sector in Haridwar encompasses a wide range of industries, including automotive, pharmaceuticals, consumer goods, and textiles, among others. The sector's growth has led to a substantial increase in employment opportunities, attracting a diverse workforce seeking stable livelihoods.

Industrialization had commenced with the establishment of the central government-owned public-sector plants (PSUs) of Hindustan Antibiotics Limited and Bharat Heavy Electricals Limited in the pre-Uttarakhand 1960s period. The secondary sector is the second contributor in gross district product (GDDP) and also provides employments. While the expansion of the manufacturing sector in Haridwar has brought numerous benefits, it has also presented several challenges for the employees working within this dynamic industry. It is crucial to explore and analyse these challenges in order to understand their impact on the overall well-being, job satisfaction, and prospects of the manufacturing sector employees in Haridwar. India is an abundant labour country, so every industry employs many employees.

The Indian government enacted numerous labour laws in order to improve the working conditions of those employed in the industrial sector. The provisions of the Constitution of India form the basis of authority and strength for labor laws. They derive their origin from Chapter III (Articles 16, 19, 23, and 24) and Chapter IV (Articles 39, 41, 42, 43, and 43A) of the Constitution, which uphold the relevance of human dignity in labor and emphasize the need to protect and safeguard the interests of workers. These provisions are aligned with both Fundamental Rights and Directive Principles of State Policy. Vulnerable groups are disadvantaged compared to others mainly because of their

reduced access to medical services and the underlying determinants of health such as safe and potable drinking water, nutrition, housing, sanitation, etc. (Chatterjee & Sheoran 2007). The economic downturn triggered by the economic crisis was associated with a significant increase in the risk of depression in the Hong Kong population (Lee *et al.*, 2010). This research article aims to investigate the problems and prospects faced by manufacturing sector employees in Haridwar. By delving into the unique context of Haridwar's manufacturing landscape, this study seeks to provide valuable insights into the factors influencing job satisfaction, work-life balance, career growth opportunities, and the overall socio-economic conditions of the workforce.

II. REVIEW OF LITERATURE

Bessen, J. (2019) Studied automation and jobs: When technology increases productivity and saw that the rapid pace of technology in manufacturing, including automation and artificial intelligence, has led to disruption at work exclusion and the need to upskill. Employees in this industry are challenged to adapt to new technologies and develop the skills needed to compete in the industry.

Choi & Moon (2017) Analyzed the effectiveness and improvement of occupational health and safety measures based on AHP-entropy and IPA and found that products generally require physically significant work and exposure to hazardous substances, which can pose a serious risk to Occupational Health and Safety. Research has emphasized the importance of effective safety measures and training programs in reducing accidents and injuries in the workplace and neglecting these measures can lead to manufacturing workers has reduced physical and mental well-being.

Shaju, M., Subhashini, D. (2017), Found an important correlation between employee performance in the supervisory and employee groups of the sector and their degree of job satisfaction. At the supervisory level compared to the worker level, job satisfaction was greater. They also discovered that the supervisory group with higher ranks had a bigger influence on the latter. Compared to employees with less experience, individuals with greater experience report a wider spectrum of work satisfaction. In addition to this, the study aims to determine the relationship between the respondents' performance evaluation results and the work satisfaction criteria. Employees that are more satisfied with their jobs have demonstrated higher performance assessment scores in this regard. Henceforth, developing a higher level of job satisfaction among the employees of an organisation would help them enhance their performance.

Deepa, M. & Premlatha, D. (2015), Studied manufacturing industry employee engagement. They conducted their research using primary data and found that employee engagement is significantly correlated with respondents'

gender and that males represent the majority of the workforce. They noticed that employee engagement is significantly correlated with team and coworker relationships, with a positive correlation of magnitude $r = 0.558$, and that age, qualification, department, years of experience, and experience in the current company have no association with employee engagement.

Autor, D. H. & Dorn, D. (2013) Investigated the growth of low-skill service jobs and the polarization of the US labour market between 1980 and 2005 and found Income disparities among manufacturing sector employees have been a subject of concern. While some employees may earn competitive wages, others, particularly those in low-skilled positions, may struggle to make ends meet, and addressing wage inequalities and ensuring fair compensation is essential for the overall well-being of manufacturing sector workers.

III. RESEARCH METHODOLOGY

This study utilises a descriptive research design to investigate the challenges and prospects faced by manufacturing sector employees in the Haridwar district of Uttarakhand. Primary data is collected from a sample of 100 employees working in 20 factories within the manufacturing sector. The data collection process involves the administration of a well-structured questionnaire through interviews. Microsoft Office tools are employed for data management, while the statistical package for social science (SPSS) is used for data interpretation and analysis.

A. Hypothesis

Null Hypothesis- H_0 : Employees are not satisfied with their salaries provided by the factories in the study area.

Alternative Hypothesis- H_1 : Employees are satisfied with their salaries provided by the factories in the study area.

IV. RESULTS AND DISCUSSION

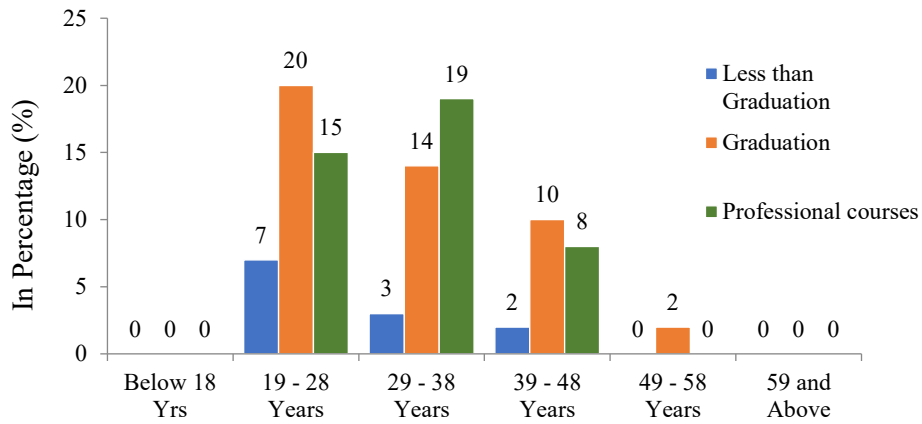
TABLE I EMPLOYEES' CLASSIFICATION ACCORDING TO THEIR GENDER

Particulars	Male	Female	Transgender	Total
No of Employees (In percentage)	74.0	26.0	0	100

Sources: Primary Data

Gender shows the social structure of any society. Every country is focused on gender equality nowadays. Table I depicts the gender of the employees in the manufacturing sector in the study area.

It shows that 74% are male employees and 26% are female employees employed in the manufacturing sector of Haridwar. No transgender employees are working in Haridwar's manufacturing sector.

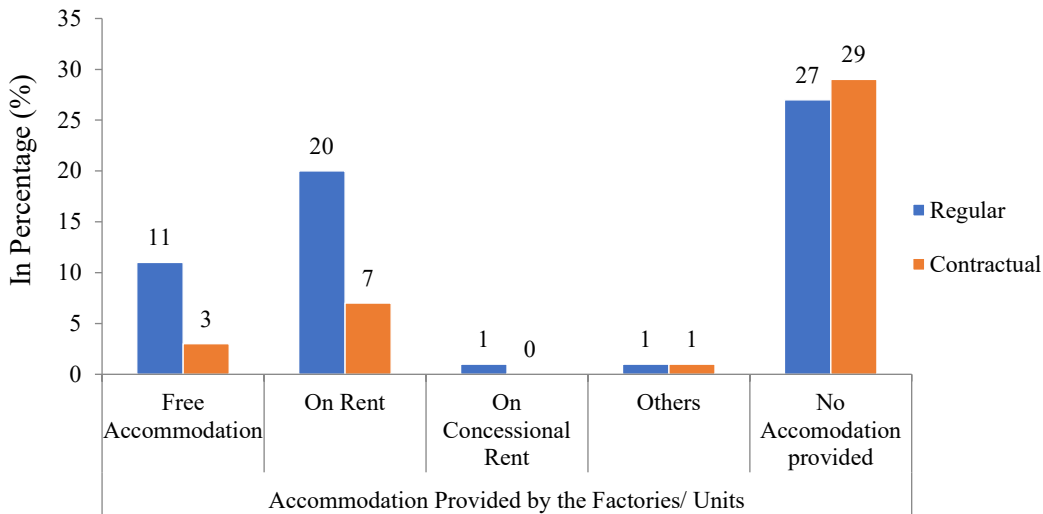


Source: Primary Data

Fig. 1 Education Qualification of the employees according to their Age

Age is defined as how many years an individual lived, and education is the process of getting knowledge, skills, and morals under the guidance of teachers or educators. Education and age are the key factors for the economic development of every country. Figure 1 shows the educational qualifications of the manufacturing sector’s employees according to their age. It shows that in the 19-28-year age group, there are 42% employees. 7% of employees less than graduated, 20% completed their graduation, and 15% acquired professional degrees. In the 29-38 year age group, a total of 36% of employees, 3% less than

graduation, 14% have completed their graduation, and 19% employees have acquired a professional degree. There are a total of 20% employees between the age group of 39-48 years, with the majority 10% of them have graduated, and 8% have gotten a job after completing their related professional degree, while 2% of employees were less than graduate. In the age of 49-58 years, a total of 2% of employees get jobs after graduation. There are no employees of the age of below 18 years and above 59 years working in the manufacturing sector of Haridwar.



Source: Primary Data

Fig. 2 Employment status and the accommodation provided by the factories to their employees

Figure 2 shows the employment status of employees and accommodation provided by the factories. It shows that 44% of the employees live in the accommodation provided by the factories. There are 33% of regular employees, of whom 11% have been, received free housing, and 20% receive rented housing, while 1% each receive concessional rent and other types of housing provided by the factory, respectively. There are 11% of contractual employees who get accommodation in the factory premises. 7% of employees have got on a rent basis, and 3% of employees get free accommodation, while 1% employees get others

accommodation. 27% of regular employees and 29% of contractual employees did not get factory accommodation in the study area.

TABLE II EMPLOYEES PERCEPTION WITH ACCOMMODATION PROVIDED BY THE FACTORIES

Particulars	Satisfied	Neutral	Dissatisfied	Total
No. of Respondents	24	19	1	44/100
Percentage	54.5	43.2	2.3	100.0

Source: Primary Data

Table II depict the classification of the employee's perception of accommodation provided by the factory. It depicts in the table that the majority of 54.5% of the employees are satisfied with the accommodation, and 2.3%

of the employees are dissatisfied with the accommodation, while 43.2% of employees responded as neutral in the study area.

TABLE III CLASSIFICATION OF MONTHLY INCOME OF THE EMPLOYEES

Income	Below Rs. 20000	Rs. 20001-40000	Rs. 40001-60000	Rs. 60001-80000	More than Rs. 80001	Total
No of Employees (in percentage)	41.0	40.0	15.0	1.0	3.0	100.0

Source: Primary Data

Table III shows the classification of the employees' monthly income. It shows that 41% of employees' income is below Rs. 20000 per month, 40% of employees' monthly income lies at Rs. 20001-40000 monthly, 15% of employees

earned between Rs. 40001-60000 per month, while 1% of employees earned between Rs. 60001-80000 per month. 3% of employees earned more than 80001 per month in the study area.

TABLE IV EMPLOYEES PERCEPTION ABOUT THEIR WAGES/SALARIES

Particulars	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
No of Employees (in percentage)	12.0	20.0	33.0	32.0	3.0	100.0

Source: Primary Data

The minimum wages have been defined as "the minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract". Table IV shows the perception of the employees about wages. A majority, 45% of employees, said they are neutral with their wages, 20% said they are

satisfied with their current wages, 12% said they are highly satisfied with their wages, and 32% employees said they are dissatisfied with their current wages and want to increase their wages. There are 3% of employees who have stated that they are highly dissatisfied with their current wages in Haridwar's manufacturing sector.

TABLE V EMPLOYEES' MONTHLY INCOME AND THEIR MONTHLY EXPENDITURE

Monthly Income	Monthly expenditure from Monthly income					Total
	Below 10000	10001-20000	20001-30000	30001-40000	Above 40001	
Below Rs.20000	20	21	-	-	-	41
Rs. 20001-40000	1	32	6	1	-	40
Rs. 40001-60000	-	6	6	3	-	15
Rs. 60001-80000	-	-	-	1	-	1
More than Rs. 80001	-	-	-	-	3	3
Total	21	59	12	5	3	100

Source: Primary Data

Note: Numbers in table indicate percentage (%)

The expenditure is the spending by the household on goods and services. It has become the most significant component of gross domestic product (GDP). The employees' monthly income and their monthly consumption expenses are seen in Table V. It demonstrates that the monthly income is less than Rs. 20000, with a total of 41% of employees, 20% of whom have expenditures of less than Rs. 10000, 21% of whom have expenditures of Rs. 10001-20000. There are 40% of employees with a monthly income of Rs. 20001-40000 group, with 32% consuming Rs. 10001-20000 in a month, 6% of employees consumed Rs. 20001-30000, and 1% consumed Rs. 30001-40000 in a month, while 1% of employees' expenditure is less than Rs. 10000 in a month. In the monthly income group of Rs. 40001-60000, there are a total of 15% employees. 12% of employees spend between Rs. 10001-30000 and 3% of employees spend

between Rs. 30001-40000 per month. Only 1% of employees have a monthly income of Rs. 60001-80000 and consumption expenditure of Rs. 30001-40000, and 3% of employees have an income of more than Rs. 80001, their expenditure is above Rs. 40001 in a month. The above analysis shows an increasing trend in income and expenditure.

TABLE VI LIST OF BONUS PAID TO THE EMPLOYEES

Particulars	Yes	No	Total
No of Employees (in percentage)	31.0	69.0	100.0

Source: Primary Data

The bonus is the monetary award that the employer gives to their employees from the factory's profit. "The Payment of Bonus Act of 1965 provides for the payment of bonuses to

persons employed in certain establishments employing 20 or more people, based on profits or production or productivity, and matters connected in addition to that". The bonus paid

by the factories to their employees is shown in Table VI. 31% of employees said that their factories gave them bonuses, while 69% said their factories did not.

TABLE VII EMPLOYEES' PERCEPTION OF BONUS

Particulars	Satisfied	Neutral	Dissatisfied	Total
No. of Employees	9	21	1	31/100
In percentage	29.0	67.7	3.2	100

Source: Primary Data

Table VII shows the employees' perception of bonuses given by the factories. There are only 31% of employees get the bonus. Out of them, 29% of employees said they were

satisfied, and 67.7% of employees responded neutral, while 3.2% of employees were dissatisfied with the factory's bonus payments.

TABLE VIII LIST OF MEDICAL FACILITIES AND THEIR ARRANGEMENTS MADE BY THE FACTORIES TO THEIR EMPLOYEES

Medical Facility Provided		Arrangements made by the factories/ Units				Total
		Own Dispensary/ Hospital	Tie-Up with Pvt. Hospital	ESI Hospital	Others	
Yes	No					
83 (83.0)	17 (17.0)	47 (47.0)	6 (6.0)	28 (28.0)	2 (2.0)	83 (83/100)

Source: Primary Data

Note: Numbers in parenthesis indicate percentage

Most factories provide medical facilities for their employees for their well-being. Table VIII depicts the medical services given to their employees as well as their arrangements. 83% of workers said that their workplaces had medical care, and 17% of employees responded that their respective factories did not provide medical facilities. The arrangements are as follows: 56.8% of employees respond that their factories provide their own dispensary/hospital, 33.6% of employees respond that their factories provided medical service via ESI hospital, 7.2% of employees respond that their factories cure their employees through tie-ups with private hospitals, and 2.4% employees respond that their prospective factories provided medical service by others (doctor on call).

The Employees State Insurance (ESI) is a contributory fund that contributes to the employer and employee and enables Indian employees to participate in a self-financed health care insurance fund. It is governed by the ESI Act 1948. It protects the employees in uncertain and unfortunate situations. The scheme provided both cash and medical benefits to the employees. Table X depicts that 62% of the manufacturing sector employees registered and get benefits in ESIC. In comparison, 38% of employees respond that they are not enrolled in the ESIC and do not benefit from that organization in the study area.

TABLE IX LIST OF LIFE COVER TAKEN BY THE EMPLOYEES

Particulars	Yes	No	Total
No of Employees (in percentage)	66.0	34.0	100.0

Source: Primary Data

Life insurance is a legal agreement between a policyholder and an insurer firm or organisation. A life insurance policy promises that, in exchange for the premiums paid throughout the policyholder's lifetime, the insurer will pay the policyholder some amount of money, and that, in the event of the policyholder's death, the money amount and other benefits will be delivered to the policyholder's nominee. Table IX shows that 66% of the employees said they have life insurance cover, while 34% said they have no life insurance cover in the study area.

TABLE XI EMPLOYEES CLASSIFICATION ACCORDING TO THE BENEFICIARIES OF THE EMPLOYEE PROVIDENT FUND ORGANIZATION (EPFO)

Particulars	Yes	No	Total
No of Employees (in percentage)	64.0	36.0	100.0

Source: Primary Data

EPFO is a statutory body incepted by the Government of India. It is India's largest social security organization. It is a retirement benefit provided organization under which employees and employers contribute equally. The employees get a lump sum amount at the time of retirement with interest. Table XI depicts that 64% of the employees have an account in the EPFO, while 36% of employees have no account in this organization in the study area.

A. Manufacturing Sector Employees' Problems

The manufacturing sector's employees face many problems working in district Haridwar of Uttarakhand, which has been ranked based on the extant response by using 'Likert scale analysis' in the district Haridwar of Uttarakhand.

TABLE X EMPLOYEES CLASSIFICATION ACCORDING TO THE BENEFICIARIES OF THE EMPLOYEES STATE INSURANCE (ESI)

Particulars	Yes	No	Total
No of Employees (in percentage)	62.0	38.0	100.0

Source: Primary Data

TABLE XII PROBLEMS OF THE MANUFACTURING SECTORS EMPLOYEES WORKING IN DISTRICT HARIDWAR

Sl. No.	Problems	5	4	3	2	1	MS	Rank
1	Poor Working Conditions	190	132	27	22	9	3.8	I
2	Low Wages	155	136	39	30	7	3.67	II
3	Long working Hours	150	96	66	24	12	3.48	IV
4	Lack of Employment Security	145	124	39	30	12	3.5	III
5	Health Problems	155	88	57	26	15	3.41	V
6	Lack of awareness about welfare schemes of Govt.	95	96	66	34	18	3.09	VIII
7	Lack of Medical Facilities	105	132	30	30	21	3.18	VII
8	Lack of Social Benefit Schemes	135	92	63	30	14	3.34	VI
9	Lack of Transportation Facility	85	60	63	50	22	2.8	IX

Sources: Data collected by field survey, Note: 1- Highly Disagreed, 2- Disagreed, 3 Neutral, 4- Agreed, 5- Highly agreed, MS- Mean Score

Based on Likert scale analysis, the main problem of the manufacturing sector employees is poor working conditions followed by low wages, lack of employment security, long working hours, health problems, lack of social benefit schemes, lack of medical facilities, lack of awareness about

welfare schemes of the Government and lack of transportation to reach their workplace.

B. Hypothesis Testing

TABLE XIII DESCRIPTIVE STATISTICS

Particular	N	Mean	Std. Deviation	Skewness	Kurtosis
Employees' Salary perception	100	2.69	0.692	0.500	-.814

Source: Primary Data

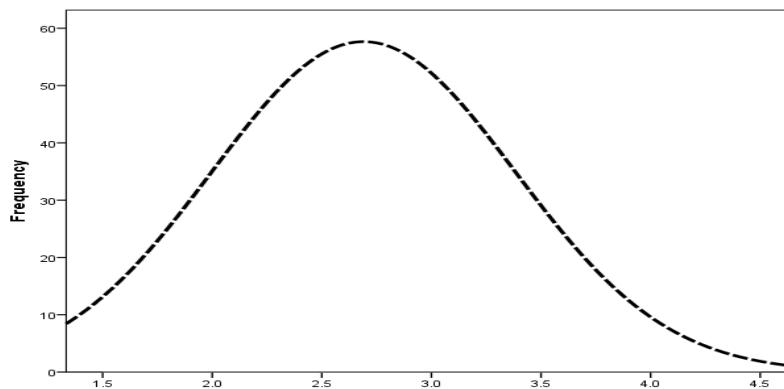


Fig. 3 Employees' wages/salary perception

C. Normality Analysis

It is established by the statistics that there are two conditions for the data to be normal that the skewness

should be zero (ranging -1 to +1) while kurtosis should be in between negative three to positive three. So, the data of the present study is not normally distributed.

TABLE XIV TEST STATISTICS-WILCOXON SIGNED RANK TEST

Particular	N	Test Statistics	SE	Standardized TS	P-Value
Employees' wages/ Salary perception	100	377.20	109.47	- 4.11	0.08

Source: Primary Data

D. Test Result

As the Wilcoxon Signed rank test statistics (377.20) are coming not significant at 0.05 significance level, therefore, Null Hypothesis- H_0 : Employees are not satisfied with their wages/salaries provided by the factories in the study area, is selected (failed to reject), hence, Alternative Hypothesis-

H_A : Employees are satisfied with their wages/salaries in the study area, is rejected.

V. SUGGESTIONS

1. Manufacturing units in the Haridwar district did not employ social schemes efficiently. The concerned

authorities should properly check and apply in all eligible units, where every employee gets social security benefits given by the central and state Government.

2. Working condition in the manufacturing sector of Haridwar was poor. The workplace is not pleasant to health, and then a lack of availability of necessities in the workplace. The labour department of Uttarakhand should take severe measures for their safety.
3. The wages of the employees are less than their workload. If their concerned factories hike their wages. Their standard of living also increased.
4. Lack of medical facilities also restricts the economic activities in this sector. So, the concerned departments look into this matter and provide medical facilities to every employee of the manufacturing sector in the study area.

VI. CONCLUSION

The manufacturing sector has the highest contribution in the secondary sector; no sector has grown without employees. While the manufacturing sector faces challenges brought about by automation. Skills gaps, and job insecurity, there are also promising prospect for employees. By embracing technological advancement, upskilling and contributing to sustainable manufacturing practises, employee can navigate the changing landscape and thrive in their careers. Moreover, with government support and favourable policies, the manufacturing sector can continue to evolve and provide fulfilling employment opportunities for its workforce. The present study examines the problems and prospects of the manufacturing sector employees in the Haridwar district. The study is a descriptive type of research. The primary data has been used for the research. It has been collected through a proper questionnaire from 100 respondents in 20 factories in the study area. The study's objective is to find out the problems of the employees and their socio-economic status. The study's major finding is that male dominance occurred in the study area. Most of the employees have completed their graduation degree and a professional degree in their field. More than 80% of the employees' monthly income is less than Rs 40k in a month, and the hypothesis testing shows that they are not satisfied with their current wages or salaries. The manufacturing sector employees in the study area still did not get the complete social security scheme's (EPFO and ESI) benefits, and factories in the study area still do not fully apply the Payment Act of 1965 to benefit their employees. Poor working conditions are the biggest issue facing employees in the manufacturing sector, followed by low pay, a lack of job security, long hours, health issues, a lack of social

benefit programmes, a lack of medical facilities, a lack of knowledge about government welfare programmes, and a lack of transportation to work.

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