

Facing Operational Work Issues Working Through E-Platforms in Textile Industries

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Abstract: This study was designed to find out the tragedy of employees work performance by facing operational work issues through technology changes. The sample of this study consists of 215 employees from small & medium scale textile industries in Theni District. This is a descriptive and surveying research with an applied goal. The random stratified sampling was used. The main objective of the study is how technology amendments in HRMS helping and troubling employees in textile industries. The knowledge management processing system shows how to mend employees in the calamity of work issues mainly using e-platforms in textile industries. The main purpose of the study is to analyse work related factors in textile industries. To explain how should overcome from the operational work issues by the HRIS and E-platforms. Discriminant analysis was performed to identify sub systems. Wilks Lambda Test analysis was performed to identify sub systems of e-platforms. The findings of the study indicate that new tools and new platforms are implementing in all areas of sub systems but workers are unable to tackle the new tools and techniques. Mainly HRMS may affect low level employees while handling systems. Therefore all transitional elements organization culture, organization structure, technology should always be considered together. To validate their struggles in scheming suitable learning and improve that the job can be organized which can attain to improving employee performance. We attained utmost benefits while using HRIS, MIS, ERP effectively and well-organized manner. The remaining five elements are optimistic impression. Training given to employees how to use but should fail to stretch how to rectify it. The research concludes that, the organization must develop the weak areas of E-platforms.

Key words used: E-platforms, Knowledge Management, Technical Innovation, Textile Industries

I. Introduction

In Indian textile industry has been a major contributor to the growth of the Indian economy and a significant source of employment in the small, medium as well as large scale sectors. The textile industry faces incredible defies in the appearance global competition. The rapid development of high technology, information and communications technologies have urged many organizations to actively seek for new way, ideas, strategy, experimentation, and system support in improving their current product, process, system and technology. Only 48.3% felt that the responsibility to manage innovative changes in textile industries should be everyone's job. E-platforms information system was designed to focus on the actions of HRM. They keep records in a compressed manner, allowing access and reclamation in a suitable way. Human resources are not only brought into the organization by means of recruitment and selection but also developed within the organization by investment in their personal capacities and deployed by nurturing of inter personal and inter-group relations.

The major challenge is how we are able to tackle the new tools and technical problems incorporate all the sub-systems in e-platforms and help them without mistake in achieving the ultimate goal. Information systems contribute to improve the organizational performance, and enhance the competencies of human resource professionals. This paper aims to assess and establish the support levels and the benefits of the sub system process of HRIS, MIS and E-Platforms in the medium-scale textile industries. The goal of e-

platforms in HRM is to maximize the productivity of an organization by optimizing the effectiveness of its employees while simultaneously improving the work life of employees.

II. Review Literature

Physically manual handling is one of the utmost mutual reasons of difficulties in the textile industry. Levitt, Apgar and March (1988) shows that there are less positive about the capacity of organizations to manage knowledge effectively. Argote argues that one of the reasons why knowledge is difficult to transfer is because "some of the knowledge acquired through learning by doing to the particular constellation of people, technology, structures and environmental conditions" (Argote, 1993, p. 42). Jacob and Ebrahimpour (2001, p. 75) results showed that the transfer of knowledge within organizations still remain problematic issue for managers. The present researcher has tried to survey this aspect from a different point of views. 50% of the professionals believe that changing human behavior is one of the executing problems in knowledge management (Glasser, 1998). Horwitz et al., 2006, results showed performance of an individual depends on job satisfaction. A persons' ability, the quality of his tools and materials, the nature of the work environment and job and efficient managerial coordination of the efforts of the work force all assist the effective performance. Allameh (2007) states that the current scenario upgrading the technology is essential for organisation but applying and understanding the new knowledge is the task for today's managers. Cummings, 2008 states that without skill, attitude and human commitment it will not accomplish the suitability of the organisation with highly technology system.

Popa Daniela, Bazgan Marius and Bashir Ahmed (2011) results shows their professional satisfaction correlated with job performance. Dr. Kameshwar Pandit and N. Manika (2012) states handling employee performance based on the organizational needs, strategic requirements, and customer's preference is crucial aspect of human Being. Balasundaram Nimalabasan (2012), according to the compatibility principle, work performance, being only one relatively specific aspect related to one's work, cannot be well predicted from a general attitude such as job satisfaction. The study confirms that high employee satisfaction level can reduce industrial disputes and ultimately it leads to cordial industrial relations Dr. Vijaysinh Vanar (2012). Momani.A (2013) results showed that the main purpose of this infrastructure is not only converting tacit knowledge into explicit forms in the individual level, but also transmitting message from bottom to up and up to bottom in appropriate positions in the organizational level. In this study by technology improvement the employees attain specific technical problems while doing their work. It's beneath to low level of job satisfaction.

III. Objective of the Study

The primary objective of the study is how innovative changes serving and distressing employees in textile industries. These are

- To explicate how to overwhelmed from the operational work issues in HRMS and E-platforms
- To explicate how to incorporate all the sub-systems in e-platforms and satisfy the employees in textile industries.

IV. Research Methodology

This study was carried out from small and medium scale textile mills in Theni district, Tamilnadu. A sample of 213 employees from various departments was selected as respondents on the basis of systematic sampling. In this study, the main data was collected through questionnaire which consists of both open ended and close ended questions. To overcome the operational work force issues in a systematic way by using Multivariate test. To focus on subsystems, Discriminant Analysis and Wilks Lambda has been applied providing test results free from parametric assumption. To test these hypotheses, this research will present theoretical background about the concept and models of work performance, the analyses of the interviews,

statistical information and charts regarding the survey method. Therefore, it was found that the questionnaire used for assessing the employee work performance and organization performance of textiles mill employees was reliable.

V. Statistical Analysis Results

5.1 To demonstrate how to overwhelmed from the operational work issues in HRIS, MIS and E-platforms

By using anova measures we measured perceived organizational support with 4-item to assess how well the organization thought that management supported it. We infer that F-ratio is significant at both levels which mean the difference in group means is significant.

Table 5.1: ANOVA Measures

ANOVA					
	Sum of Squares	df	Mean Square	F	Sig.
Work Load	4.349	4	1.087	.604	.660
	386.997	215	1.800		
Technology Support	391.345	219		.970	.425
	7.482	4	1.870		
Handling Equipment	414.627	215	1.928	1.547	.190
	422.109	219			
Operational Work	9.932	4	2.483	1.704	.120
	345.063	215	1.605		
	354.995	219			
	10.245	4	3.049		
	516.864	215	1.901		
	625.109	219			

The observed significance levels are not corrected for this and thus cannot be interpreted as tests of the hypothesis. The conclusion that knowledge workers are the most satisfied with factors which are at least important for their overall job satisfaction and opposite, that they are not so much satisfied with facing operation work issue factor. The average of measurable items and its correlation, and if the result is generally above 0.5, it is considered to be reliable.

The Eigen Values represents the model performance through the following statistics. a. Dependent variables: Employee Performance, Technical skills (Technology), Team Work, Work Load, Job Aids, Technical Skills, working environment. The above equation is the calculated from the Eigen Values Correlation equation we notice that except work Load & Technology Support, remaining all the factors have a positive impact on Employee Performance. Therefore, the null hypotheses 3 and 5 need not to be rejected while the remaining can be rejected. Seven factors emerged with eigen values greater than 1.0, explaining 65.5% of the variance.

Table 5.2: Eigen Value analysis

Eigenvalues				
Function	Eigenvalue	% of Variance	Cumulative %	Canonical Correlation
1	.042 ^a	65.5	65.5	.201
2	.019 ^a	29.5	95.0	.136
3	.003 ^a	5.0	100.0	.057

a. First 3 canonical discriminant functions were used in the analysis.

5.2 Focusing on all the subsystems in HRIS, MIS and to improve employee work performance in textile industries.

In the modern technology, Innovation is designed to improve effectiveness either by in terms of the accuracy of information or by using the technology to simplify the process.

Table 5.3 – Focusing Subsystems of E-Platforms, HRIS & MIS

Step	Variables	F to Enter	Wilks' Lambda
0	Technology	1.706	.822
	Working Conditions	1.703	.821
	Formal Technological Communication	.853	.625
	Handling Equipment	1.385	.829
	Technical Learning	.903	.790
	Team Work	1.385	.829

As a result, employee well-being and computer based system support should be more accurate and timely, which helps get better employee satisfaction. By mechanically updating employee records and helping to make sure a smooth job aids, employee satisfaction improves. The ways that people respond to their jobs have consequences for their personal happiness and the effectiveness of their work organizations. We can see that in our example, Wilks Lambda Tests is shown 0.822 which indicates a high level of internal consistency for our scale with this specific sample.

Table 5.4 – Factor analysis among dependent variables

Tests of Equality of Group Means

	Wilks' Lambda	F	df1	df2	Sig.
Computer Based Performance Support	.984	1.063	3	193	.366
Team Work	.997	.187	3	193	.905
Technology Support	.968	2.096	3	193	.102
Handling Equipment	.989	.747	3	193	.526
Work Load leading to exhaustion	.968	2.096	3	193	.102
Knowledge Map	.992	.540	3	193	.655
Involvement	.995	.350	3	193	.789
Technical Skills of workforce	.995	.350	3	193	.789

The small significance value indicates that the discriminant function does better than chance at separating the groups. Wilks' lambda agrees that only the first two functions are useful. For each set of functions, this tests the hypothesis that the means of the functions listed are equal across groups. The test of function 3 has a significance value greater than 0.10, so this function contributes little to the model. The tests of equality of group means measure each independent variable's potential before the model is created.

The result of factor analysis as illustrated in the table 5.4 shows that the variables act in that six groups are created. In our example, Information sharing will plan in directive to accumulation in ERP Platforms for the future needs. We can see that in our example, Wilks Lambda Tests is shown **0.526**; it specifies an optimistic impression on employee high level of satisfaction from our survey. The test is conducted within each dimensions which they hope to measure to improve work performance in a systematic way at an industrial complex.

VI. Limitations of the Study

The first limitation of the current study is that the record gathering was limited to only in all around the i. The study must be prolonged to low level and middle level executives excluding top management executives. The limitation of the study is self-report data. This study is subject to the usual limitations like all fields of survey research. There are a number of areas which are related to the present study and where future studies can be conducted.

VII. Implications and Suggestions

This study shows that proper and systematic training must be evaluated in the organization. A proper technical handling mechanism should be adopted where the employees feel free to raise their voices. Handling skills, Staff training and growth is essential to the existence and survival of organisations as it enables employees to acquire the relevant professional skills and knowledge for actual performance. Proper training is not sufficient to low level employees. Moreover need general training how to solve technical problems while handling e-platforms.

VIII. Conclusion

This paper proves that operational work place problems and specific technical problems faced by the workers while doing their work. The technological innovation and growth and execution levels in medium scale textile industries are highly nonaggressive. Now a day's technology plays into MIS, HRMS and E-Platforms in developing and sharing knowledge in organisation there having positive and negative effects in the working phenomenon. The present subject denotes the both effects of new technology variations. Mainly e-platforms may affect low level employees while handling systems. It shows the negative level of job satisfaction. Whereas handling systems everyday make it as practical. The results of regression analysis revealed that the two practices, Handling System and Technical Skills are negative impact on the performance of employees. The remaining elements have an optimistic impression. Therefore all transitional elements organization culture, organization structure, technology should always be considered together. New tools and new platforms are implementing in all areas of sub systems but workers are unable to tackle the tools and techniques. Training given to employees how to use but should fail to stretch how to rectify it. Technology is deliberated an advanced and pervasive phenomenon of employees. The researchers recommend that the organization must develop the weak areas of E-platforms. However correlation analysis indicated that there is weak and inverse relationship of technical skills for each employee. Identifying the employee is suitable for a particular task or activity by using the listing skills and capability mapping. This study concludes that the technological development and implementation levels in medium scale textile industries through the innovative changes is particularly nonaggressive and for establishment. We attained utmost benefits while using HRMS, E-Platforms, MIS, ERP effectively and well organized manner which we attained the satisfaction levels.

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