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# Indian Streams Research Journal

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**“AN ANALYTICAL STUDY OF EMPLOYMENT STATUS OF  
MANUFACTURING INDUSTRIES IN WARDHA DISTRICT”**



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## ABSTRACT:

The world over the manufacturing sector is recognized for creating mass employment for low skilled workers in the modern sector. With a rapid decline in the capacity of agriculture to offer jobs and the limited scope of the modern services sector to absorb relatively unskilled labor that has been displaced from agriculture, expectations are that the manufacturing sector will create mass employment for this displaced lot. In India also the role of the manufacturing sector is recognized to be critical not only for facilitating large-scale employment but also for enabling high GDP growth.

The present study was also making an attempt to identify the various Manufacturing industries in wardha district. The study also identifies the impact of manufacturing industries via employment through wardha district. The study analyze the Employment & tools like; number of employees, working on wages, monthly salaries, policy of bonus, policy of accidental remunerations.

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**KEYWORDS :** Manufacturing Industries, modern sector,

**INTRODUCTION:**

The study covers the information from the year 2002-12. The study covers the information of ten years giving employment status or the generation of employment for the given period. In wardha district all the manufacturing companies or industries giving employment are covered. The district covers the Arvi, Ashti, Deoli, Hinganghat karanja, Samudrapur, seloo, wardha which are the talukas and tehsils of wardha district.

The structural transformation of the Indian economy over the last three decades has been spectacular growth of the services sector, which now accounts for about 50 per cent of the GDP. However, the rapid growth of the services sector much before the manufacturing industry attaining maturity is not a healthy sign. A knowledge-based economy cannot be sustained in the long run unless it is adequately supported by a growing manufacturing economy. Moreover, a service economy cannot continue to thrive on a long-term basis in a country where over 80 per cent of the population is education below the middle-school level.

Some sectors, such as IT, ITES and pharmaceuticals, will compete globally, employing perhaps 2% of the population and bringing wealth to many parts of India. At the same time, around 60% of the population will remain dependent on the agricultural sector, sharing less than one-quarter of India's GDP. Without reform, the agriculture will continue to suffer from endemic underemployment, low wages and monsoon dependency. This will result in continued urban migration, but without the development of an industrial sector this will lead to rising unemployment in the cities. Recognition that this pattern is unsustainable is growing.

It is estimated that India needs to create 7-8 million new jobs each year outside agriculture to stay at its current unemployment level of 7 percent. Manufacturing jobs are ideal for workers transitioning out of agriculture as service jobs require high level of education and professionalism. The revival of manufacturing sector can create close to 2.5 Million new jobs every year.

**Industrial growth**

The manufacturing sector grew by 8.9% in 2004-05, comfortably outperforming the sector's long-term average growth rate of 7%. The sector has remained one of the engines of economic growth since the start of 2005-06. Industrial growth averaged 7.1% per annum in the 1980s. It accelerated slightly to 7.6% per year in the first five years following the beginning of the economic policy reform process in 1991. In the second half of the 1990s industrial growth trended lower at around 5% per annum. However, since 2002-03 industrial growth has accelerated markedly on the back of recent strong GDP growth. Rising disposable incomes, easy access to finance and the changing attitudes of India's rapidly rising middle class (with a traditional focus on savings) have resulted in a consumer lending boom. Industrial growth rose above 8% in 2004-05, with consumer durables and non durables showing exceptionally strong growth. Capital-goods production has been growing at double-digit rates since 2002-03, suggesting increased investment in the industrial sector and the economy as a whole.

**Research Methodology**

The researcher has adopted analytical, descriptive and comparative methodology for this report; reliance has been placed on books, journals, newspapers and online databases and on the views of writers in the discipline of Competition law.

### Objectives

1. There are good opportunities to the people in the wardha district to solve the problem of unemployment.
2. The analysis of Employment in manufacturing industries gives opportunities to understand thoroughly sources of Employment.
3. To study the impact of manufacturing through Employment in wardha district.

### Hypothesis

**H<sub>1</sub>.** Employees have opportunities to change their job according to their requirement.

**H<sub>2</sub>.** Industries provide more employment on casual basis rather than on permanent basis.

In the present research data was collected from total 500 the employees working at industries in Wardha district and 100 industries. The industries include small, medium and large sector industries in Wardha district. The data obtained from the respondents was analyzed and arranged in appropriate Tables the tables were described and figures were drawn on the basis of information present in the Tables. The results of analysis were presented at the end of description of each Table.

### Table No. 1: Change in job by Employees

The information about change in job by employees working at different industries in Wardha district is shown in following Table.

	No of employees	Percentage
Yes	286	57.2
No	214	42.8
<b>Total</b>	<b>500</b>	<b>100</b>

Source: Survey Data

It is observed that out of total 500 respondents working at industries in Wardha District 287(57.2%) respondents changed the job, whereas no. of respondents not changing the job was 214(42.8%) respectively.

Overall it is observed from the Table no. 1 that majority of employees working at industries in Wardha district changed their job.

### Table No.2: Number times job changed by employees

The information about change in job by employees working at different industries in Wardha district is shown in following Table.

	No of employees	Percentage
One	78	27.3
Two	143	50.0
Three	49	17.1
More than 3	16	5.6
<b>Total</b>	<b>286</b>	<b>100</b>

Source: Survey Data

It is observed that out of total 286 respondents working at industries in Wardha District, who changed their job, 78 (27.3%) respondents changed their job for single time, whereas no. of respondents changing their job for two, and three times was 143(50%) and 49(17.1%) respectively. In addition to this 16(5.6%) respondents changed their job for more than three times.

Thus it is observed from the Table no. 2 that majority of employees working at industries in



Wardha district changed their job for two times.

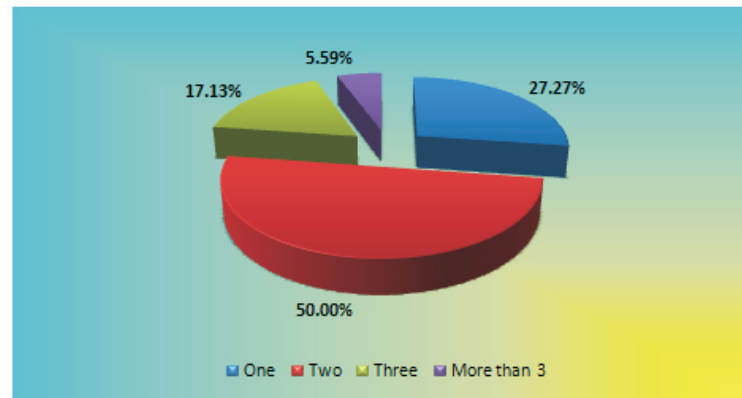


Fig. 1: Number times job changed by employees

Table3: Reasons given by employees for changing the job

The information about change in job by employees working at different industries in Wardha district is shown in following Table.

	No of employees	Percentage	Total
Better Wages	286	100.0	286
Better Prospects	215	75.2	286
Job Security	219	76.6	286
Avoid ill Health	121	42.3	286
Short Distance from residence	231	80.8	286

Source: Survey Data

It is observed that out of total 286 respondents working at industries in Wardha District, who changed their job, all i.e. 286(100%) respondents changed their job for better wages, whereas no. of respondents changing their job for better prospects, job security, and to avoid ill health was 215(75.2%), 219(76.6%) and 121(42.3%) respectively. In addition to this 231(80.8%) respondents changed their job because it is at short distance from their residence.

Thus it is observed from the Table no.3 that employees changed the job for different reasons such as better wages, better prospects, and job security, to avoid ill health and due to short distance from residence however; 100% employees switched to other job for better wages.



Fig. 2: Reasons given by employees for changing the job

It is observed from the Table no.1 that majority of employees working at industries in Wardha district changed their job. In addition to this is observed from the Table no. 2 that majority of employees working at industries in Wardha district changed their job for two times. Moreover it is observed from the Table no.3 that employees changed the job for different reasons such as better wages, better prospects, job security, to avoid ill health and due to short distance from residence however; 100% employees switched to other job for better wages. Hence Hypothesis-1 accepted.

**Table no.4: Nature of job performed by employees**

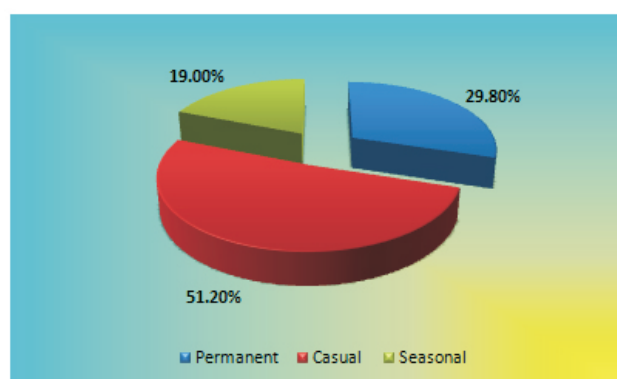
The information about nature of job performed by employees working at different industries in Wardha district is shown in following Table.

	No of employees	Percentage
Permanent	149	29.8
Casual	256	51.2
Seasonal	95	19
<b>Total</b>	<b>500</b>	<b>100</b>

Source: Survey Data

It is observed that out of total 500 respondents working at industries in Wardha District 149(29.8%) respondents worked on permanent basis, whereas no. of respondents working on casual basis was 256(51.2%). In addition to this 95(19%) respondents worked on seasonal basis in.

Thus it is observed from the Table no.4 that majority of employees working at industries in Wardha district were worked on casual basis.



**Fig. 2: Nature of job performed by employees**

**Table 5:** Information regarding kind of employees worked in industrial unit Information regarding kind of employees worked in industrial units shown in following Table.

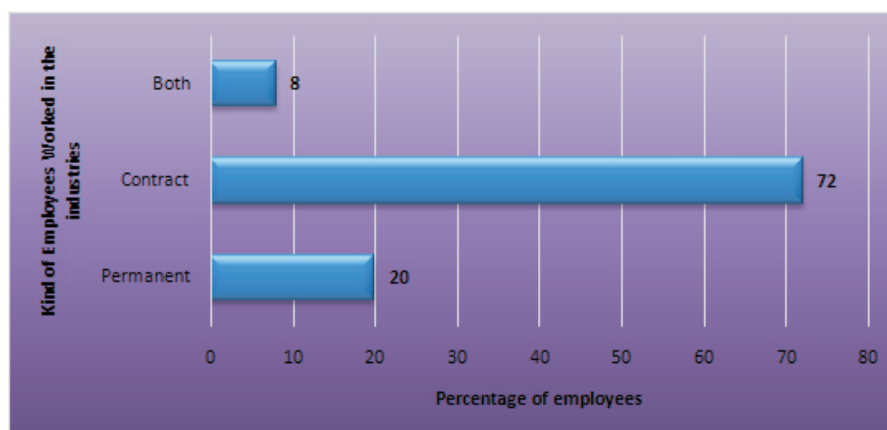
	No. of Industries	Percentage
Permanent	20	20
Contract	72	72
Both	8	8
<b>Total</b>	<b>100</b>	<b>100</b>

Source: Survey Data

It is observed that out of total 100 industrial units selected in the study, 20(20%) industrial units have permanent employees, whereas in 72(72%) industrial units employees worked on contract basis. In addition to this in 8(8%) industrial units employed worked belong to both permanent and contract

basis.

Thus it is observed from the Table no. 5 that majority of industrial units in Wardha district employed worked on contract basis.



**Fig. 3: Information regarding kind of employees worked in industrial unit**

It is observed from the Table no. 4 that majority of employees working at industries in Wardha district were worked on casual basis. It is observed from the Table no. 5 that majority of industrial units in Wardha district employed worked on contract basis. Hence Hypothesis-2 is accepted.

#### **CONCLUSION:-**

The principal aim of this paper is to suggest new ways of analyzing employment data of manufacturing Sectors in wadha district. An important principle adopted is to retain the identity of the individual in the analysis as other characteristics of the individual can then be related to her/his labour force behaviour. The use of the majority time current weekly status measure is recommended as it fulfils this requirement, and implies a more substantial degree of involvement in the labour force and, within the labour force, in employment or unemployment in wardha District. Finally we addressed the issue of infrastructure and productivity growth. In pursuit of balanced growth, and for sustained high growth rates particularly in the industrial sector, infrastructure development has been identified as a vital input.

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17. Persons who were neither 'working' and at the same time nor 'seeking or available for work' for various reasons during the reference period are considered as out of labour force. The persons falling under this category are students, those engaged in domestic chores, rentiers, pensioners, those living on aims, recipients of remittances, etc., infirm or disabled persons, too young or too old persons, casual labourers not working due to sickness, prostitutes and smugglers etc. (as per NSSO).
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