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A Study on Problems of Employees During the Export Shipment in Greener Private Limited

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ABSTRACT: The export industry plays a crucial role in the growth of businesses, especially in manufacturing companies like Greener Private Limited, Coimbatore. This study aims to identify and analyze the problems faced by employees during the export shipment process in the organization. Through systematic data collection using questionnaires and interviews, key issues such as documentation delays, communication gaps, coordination challenges, handling of goods, and time constraints were identified. The study also examines the impact of these problems on employee performance and shipment efficiency. By understanding these challenges, the research provides valuable insights and suggests effective measures to improve the export process, enhance employee satisfaction, and ensure timely and smooth shipments. This study ultimately contributes to the development of better operational practices within the export logistics of Greener Private Limited.

I. INTRODUCTION

Human resource management (HRM) is the practice of recruiting, hiring, deploying and managing an organization's employees. HRM is often referred to simply as human resources (HR). A company or organization's HR department is usually responsible for creating, putting into effect and overseeing policies governing workers and the relationship of the organization with its employees. Edwin Flippo defines- Human Resource Management as —planning, organizing, directing, controlling procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are achieved.

1.1 Objectives

- To analyze the problems and difficulties faced by employees regarding timely export shipment in Greener Private Limited.
- To determine the strategies of management to meet tight deadlines during urgent export shipments.
- To find how the employees manages their mental stress on urgent export shipment.
- To know the employee's physical health as a result of working extended hours to fulfill urgent export shipment

1.2 Statement of the problem:

This study aims to identify the key challenges faced by employees during export shipments at Greener Private Limited, Coimbatore. It focuses on uncovering the causes of delays, inefficiencies, and stress in the export process to help improve employee satisfaction, reduce turnover, and enhance operational efficiency.

1.3 Scope

The scope of the study is to understand the problems of employees during their export shipment process in Greener Pvt ltd which covers the various factors affecting working schedule, developing overtime work credits, health issues, mental illness, etc. The study would help the management to understand the level of the Employees hard work towards their long day work due to on-time shipment, and identify the efforts of employees existing in the export organization. The study is important because survey is a procedure by which employees collectively report their feeling about the urgent and on-time export shipment.

II. REVIEW OF LITERATURE

Health Problems Among Garment Factory Workers in India
Santham Lillypet, 2017
The garment industry in India is the country's second-largest employment sector, relying heavily on unskilled labour from rural areas. Workers commonly perform sewing, ironing, packing, and heavy lifting—tasks that are repetitive, continuous, and prolonged. These conditions, compounded by insufficient rest breaks, lack of personal protective equipment, and poor ergonomic design, contribute to significant health issues. This narrative literature review highlights a high prevalence of musculoskeletal disorders—especially among female workers. To address these concerns, the study calls for targeted prevention programs and ergonomic interventions focused on musculoskeletal health in garment factories.

The Impact of Export-Oriented Manufacturing on Women Workers
Delia Davin's 2001
Study examines how employment in export-oriented industries affects women workers, especially regarding healthcare and social welfare access. The paper highlights that while women in these sectors often earn higher wages compared to those in older state-owned industries, they face poor working conditions, long hours, little job security, and a significant loss of non-wage benefits once provided by state enterprises. Economic reforms and the rise of non-state industries have weakened traditional labor protections, leaving women more vulnerable in the evolving labor market.

III. RESEARCH METHODOLOGY

3.1 Research design
The research follows a descriptive design, providing a structured framework for data collection and analysis. This approach was used to study on problems of employees during the export shipment in greener private limited.

3.2 Descriptive Research
Descriptive research aims to systematically observe and report the current state of affairs without manipulating variables, relying on surveys and factual data to present accurate insights

3.3 Size of the Sample
In greener software private limited, a sample of 134 employees was selected using convenient sampling.

3.4 Data Collection
Data refers to raw facts or figures that represent information. It can include numbers, symbols, or text. For this study, two types of data were used: primary and secondary.
Primary data was collected directly through a questionnaire.
Secondary data was gathered from company sources like websites, brochures, and magazines.
Both types of data helped in measuring the level of stress among employees.

3.5 Sampling and data collection methods
This study employed the Census Method for data collection, involving the entire population to ensure comprehensive and reliable insights. Primary data was gathered using a questionnaire comprising both open-ended and closed-ended questions. Open-ended questions allowed respondents to express detailed opinions, while closed-ended questions provided structured, multiple-choice options for measurable analysis. The use of the census approach was ideal due to the population's manageable size and the need for high accuracy. This methodology ensured both depth and precision in capturing diverse perspectives.

IV. ANALYTICAL PLAN

- Simple percentage analysis
- Garrett ranking method
- Weighted average method

Limitations

- Due to the time given by the company, it was difficult to meet all the respondents and gain information.
- Respondents may give biased answer to the question which affects the result of this study.

- The study result is suitable only for Greener Private Limited, Coimbatore

4.1 SIMPLE PERCENTAGE ANALYSIS

Null Hypothesis (H₀): There is **no significant difference** in the proportion of male and female respondents.

Alternative Hypothesis (H₁): There is a **significant difference** in the proportion of male and female respondents

S.No	Gender	No. of Respondents	Calculation	Percentage (%)
1	Male	50	$(50 \div 132) \times 100 = 37.88$	38%
2	Female	82	$(82 \div 132) \times 100 = 62.12$	62%
	Total	**132**		**100%**

RESULT

The data clearly shows a higher number of female respondents (62%) compared to male respondents(38%). Thus, we reject the null hypothesis (H₀) and accept the alternative hypothesis (H₁) confirming that female respondents are significantly more than male respondents in this study.

4.2 GARRETT RANKING METHOD

Step 1: Garrett Table Values

Rank	Garrett Table Value
I	73
II	56
III	44
IV	27

Step 2: Raw Data (Number of Respondents for Each Rank)

Factors	Rank I (73)	Rank II (56)	Rank III (44)	Rank IV (27)
Excessive Workload	45	39	23	25
Extended Mental Stress	28	30	55	19
Physical Stress	33	43	34	22
Arising of Errors	26	20	20	66

Step 3: Multiply Respondents by Garrett Values

Factors	R1 × 73	R2 × 56	R3 × 44	R4 × 27	Total Score
Excessive Workload	3285	2184	1012	675	7156
Extended Mental Stress	2044	1680	2420	513	6657
Physical Stress	2409	2408	1496	594	6907
Arising of Errors	1898	1120	880	1782	5680

Step 4: Calculate Mean Score

Mean Score= total score /132

Factors	Total Score	Mean Score (2 decimal places)	Rank
Excessive Workload	7156	54.21	1
Physical Stress	6907	52.32	2
Extended Mental Stress	6657	50.43	3
Arising of Errors	5680	43.03	4

RESULT

The Garrett Ranking Test show that:

- Excessive Workload is the most significant issue (Rank 1),
- followed by Physical Stress (Rank 2),
- Extended Mental Stress (Rank 3), and
- Arising of Errors (Rank 4).

4.3 WEIGHTED AVAERAGE ANALYSIS

S.No	Factors	5	4	3	2	1	Total Score	Weighted Average	Rank
1	Health Complications	62×5= 310	33×4= 132	20×3=60	8×2=16	9×1=9	527	3.99	1
2	Burnout and Stress	18×5= 90	55×4= 220	32×3=96	21×2=42	6×1=6	454	3.43	2
3	Poor Work-Life Balance	14×5= 70	51×4= 204	45×3=135	17×2=34	5×1=5	448	3.39	3
4	Sleep Deprivation	17×5= 85	31×4= 124	26×3=78	32×2=64	26×1=26	377	2.85	4

RESULT

The results indicate that Health Complications (Weighted Average: 3.99) are the most significant impact of excessive work hours during export shipments. This is followed by Burnout and Stress (3.43) and Poor Work-Life Balance (3.39). The least affected area was Sleep Deprivation (2.85), though it still showed a considerable impact.

V. FINDINGS

The study found that most respondents are young, female undergraduates from Tamil Nadu, working long hours in the stitching department with weekly shipments. Key issues include excessive workload, health concerns like headaches and neck pain, and lack of work-life balance. Many respondents acknowledged management support but face physical and mental strain during export shipments.

VI. SUGGESTIONS

The company should offer overtime benefits, regular breaks, and ergonomic tools to reduce strain. Introducing flexible work arrangements, mentorship programs, and skill-sharing initiatives can enhance employee well-being. Stress management workshops and anonymous feedback systems are also recommended to address ongoing concerns effectively.

VII. CONCLUSION

The study reveals that workers in the garment industry face significant physical and mental stress during export shipments, affecting their well-being and productivity. Addressing these issues through fair labor practices, flexible work arrangements, and a supportive work culture is essential to ensure worker welfare and improve overall industry standards.

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