

Tea Estate Employees Problems and Prospectus

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Abstract: *The tea industry plays a significant role in the Indian economy in terms of foreign exchange earnings and providing employment opportunities. For more than a century, the tea industry was the main employment provider, the main source of foreign exchange and the main source of government revenue. Nevertheless, recent statistics suggest that the contribution of the tea industry towards the Indian economy is gradually declining. This study assesses India's competitiveness in the global tea industry. It examines the nature of competition in the global tea industry and identifies the possible strategies and policies that India should adopt in order to improve the competitiveness of the Indian tea industry. The Indian tea industry faces several problems. The area under tea cultivation is stagnant or shrinking, productivity is low, replanting rate is low, production costs are high and there is a shortage of labor willing to work in the industry. India's share of world exports of tea and production have decline significantly as a result. In this study, the Five Forces Model and the Diamond of National Competitive Advantage Model are adopted to assess the nature of competition and India's competitiveness respectively. This integrated approach is essential to identify the possible strategies for the Indian tea industry to improve the competitiveness. The industry analysis reveals that the intensity of competition in the global tea industry is very high. Moreover, India's has many unfavorable conditions together with some favorable conditions. Finally some strategies are recommended to improve the India's competitiveness in the global tea industry.*

Key words: *HRM, Employees, Problems and prospects.*

I. Introduction

Human resources management has been studied as very vitally aspects righted from inception, manpower planning's, Inductions, trainings, programming developments& promotions. In all particulars area HR Departments helps for increase the production& organizational aims equally in longest duration and shortest duration in the changeable environments each for existences or for stability. For growth the contributions of the particular area a lot more is to be done. There is a change of concept from HRM to strategic HRM.

Availability of information to the public general data & information available on net, face to face interview with the authorities, formals & in formals conversation evenly at the grass basis levels, responses to the pre-design questionnaires has helping in the research work, through there is an accessibly & proximities to the present principles procedures & practices, in HRM of every organizations.

II. Statement Of The Problem

Tea employees are an important in Valparai taluk (Tamil Nadu) and it plays crucial roles in income generation, Foreign Exchange and Employment Generation equally to directly and indirectly. The transformation of Tea estate employees in valparai has brought substantial changes in the levels of competition, environment, managing strategies, service quality and the advance technology front.

The research mainly focuses on the problem afflicting labours in tea gardens. There is higher levels of productions is shown in tea cultivation and due to various causes, the actual price of the tea has seen a continuous decline and all the profit from the tea garden were drained off and there was not the real reinvestments in improved qualities of tea.

III. Objectives Of The Study

- ❖ To study the problems and prospects of employees with Special reference to Jay Shree Tea Industries (P) Ltd, Valparai.
- ❖ To understand the different aspects of employees problems and prospects.
- ❖ To know the profile of Jay Shree Tea Industries (P) Ltd, Valparai.

IV. Area Of The Study

Valparai is one of the taluk in Coimbatore, also an important taluk of the district. Due to several tea industries, it is sometime called as the tea capital of south India. The Valparai town is situated around the several dams (Sholayar Dam , Nirar Dam and Chinnakallar Dam).

Valparai is characterized by dry climates. More than 85% of the taluk classified as forest and comprises of mountain range. The forests here are abundant in commercially significant item such as tea, coffee, pepper, etc.

V. Review Of Related Literature

Minimum wages Act(1948) and dearness allowances in tea: The basic assumption regarding the theory of the wages are, the workers primary object is higher wages and each employer is in business for one purpose only i.e. to maximize profit. There is always an economic reward for labour. The term which have an occurs currencies in discussed wages problem since 1948 are the minimum wage, the fair wages, the existing wages and the needs base low wages.

Provident fund Act (1952): The provident funds are creating with a objective of provide financial securities and stabilities to elder peoples. Commonly one contributed in these funds when one start as employees; the contribution are contrived on orderly basis (quarterly in most cases). It purposes is to help labors secure a fractions of their remuneration every months, to be use in events that the employees is temporary or no permanent fit to works or at retirements. The investment made by a numbers of peoples / workers are combined together and invests by a trusty.

SharitBhowmik's study class formation in the Plantation System (1981) is related to class formation among ChotaNagapur. Before migration they had worked as wage labourers and peasant cultivators; their traditional mode of activities were changes to specific conditions of wage labour. Naturally, this process brought with it changes in the workers standing. The author remarks on the method of recruitment, trade union activities in the early period, and social customs of the tribes.

Sib ranjan Mishra (tea industries in India, 1986) has a carried out an extended study of the tea industries in west Bengal and economy; identify problems and the current state of the industries.

Anupama gupta (2010) describes the challenge faced by Human Resource Managers in context of new economics scenario. This paper emphasized that these challenges should seriously take care of maintain challenge is the shorted of skilled manpower. It was HR departments to design a possible careered path to retains talented it as suggested that HR managers should be ready to handle the challenging, but the role of further shareholders should also include in orderly to ensured healthy survivals of the organizations.

VI. Problems Of Tea Workers

Tea is the most averages by millionaire of peoples across the global. The total earning of the foreign exchanges around tea industries is comparable employees are still receiving below the minimum wages of agricultural laborers. The wage of the tea industries workers has increase numerically after 1947, there has been no increased in actual wages.

It is thus very consequential to know the issues of the industries in this area and finding remedies to the tea plantation employees would go a lonely way in solving the great number of issues to the employees involved in tea estates.

The working timings in the tea estates are from 8 am to 5 pm in standard Indian time. The legally allowable lunch break is 12-1 pm. But during the season there will high growths of tea leaves, the employees are orderly to report for work nearly 12 hours from 6 am to 6pm or even few times it extent to 7 pm with a very short lunch break without any rest intervals.

The legally allowable temporary leave and medical leave are not granted. In some places, if leave beyond the permitted leave are not taken due to ill health without medical certificate, then 5 days wages are less from the salary. Every year hundred tea estate employees are affected from water-brome diseases, like gastro-enteritis etc. There are no drinking water facilities and a drainage system in most of the plantation. Majority of the employees suffered from anemia and tuberculosis, where malaria widely covered. It affected to the Children's and the women's mostly. Leech bite and snake bite are the major problems in the plantation field but no properly medical treatments and anticipation measures are whole out of clutch. The Wild animals often seen in the plantation field and no suitable secured measures are provided. The dying ratio due to the above said bites and the wild animals is consistent. The health systems are not effective.

VII. Prospects For Tea Estate Workers

Predominately, tea estate workers have very few prospects, whereas problems for them are plenty. Following are their major concerns.

1. Job Promotions

Tea Estate Workers work very hard to meet their ends. Since lot of human work is involved in tea estates, they are affected mentally as well as physically too. Very few tea estate workers are recognized because of their hard work and acumen towards tea plantations and harvest. Those workers are promoted as Supervisor by the management.

2. Accidents or Occupation Hazards among Tea Workers

Since lot of loading and unloading activities happen during their work time, many tend to faint or fall down while carrying tea harvest as head loads. There were incidents of loss of life during such unfortunate accidents. In order to overcome these huge loss of precious lives, Supervisors on the advice of the management, shuffle the nature of such works from physically hard work to a lesser or stress free work for those employees.

3. Opportunities for Migrant Workers

There are specific manpower agents who arrange such migrant workers, predominantly from northern states. Salaries are at par with the resident works, but they are given additional benefits like Stay, Water, and Food as additional benefits directly provided by the management. Hence there is a huge inflow of such migrant work to Valparai tea estates.

4. Employee Stock Option

Majority of the tea estates provides an option to become the shareholder of the company provided the employee works with them for a long time. If there are three to four members of the family works with the same estate, any one employee's salary will be taken as Equity and the employee contribution is converted as share and given to the employee. By such methods, the employee feels he is also a small shareholder of the tea estate.

5. Man Animal Conflict

The major concern for tea estate workers are the man animal conflict. Right from poisonous snakes, to wild boar, bison, elephants etc, there frequent loss of lives. In such cases, the management gives sufficient compensation for loss of lives and if possible give job opportunities to their legal heirs.

VIII. Conclusion

The employee is one of the basic resources and backbone to the Jay Shree Tea Estate Pvt Ltd for the betterment of that concern. The employees of Jay Shree Tea Estate Pvt Ltd plays a considerable and vital role for smooth functioning of that company. Major Problems and issues of the employees are solved by trade union. Moreover, the employees that they have concentrate more on their work for their every step of prospects. Besides, the management should take series steps with forest department for controlling animal's issues. The research hopes that the suggestions may be considered by the management to improve the employees need and satisfaction.

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