Conclusion
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In the today’s completive world it becomes very important for a company to be ahead than its competitors as much as possible. A company can have advantage and be ahead of its competitors by having best & talented employees working with them. This alone can make lot of difference and will help the company in long run. It becomes very important for the company to keep all employees satisfied, as with the increase in employees satisfaction, level of productivity also increases. The primary objective of the study is to understand impact employees satisfaction on productivity in textile industry.

Textile industry in India is very important and it has major contribution in the economy of the country. Indian Textile industry contributes 11% from exports and it contributes 4% to GDP of the country. Textile industry in India is second largest employer after agriculture. It generates employment for more than 40 million people and it is expected that by year 2022 it will have employment demand of more than 60 million. Under such circumstances it is very essential to study employee satisfaction of the people working in textile industry and its impact on productivity as this industry provides employment to a larger section of the society.

The research and the survey conducted in various factories indicate that there is positive and significant relationship between employee satisfaction and productivity. It indicates that if the employees are satisfied then the production will increase and if the employees are not satisfied then the production will decrease. Study indicates the factors like age, sex, qualification, designation and working tenure has positive impact on employee satisfaction and it affects his / her satisfaction level. Survey indicates that majority of employees are happy with the monetary and non-monetary benefits they get.
Employees are not happy with the social working environment, training facilities, feedback system, employees feels that management discrimination on the bases of religion, gender and age there is communication gap in the factory, team meetings are not useful looking at this a model (open forum) has been suggested which will improve communication between all the hierarchy levels, it helps to reduce wastage, motivates employees, encourages employees to be participative in improving operations of the factory. On the bases of findings necessary recommendations has been made which will help management of the factories to improve satisfaction level of their employees. It has been observed that overall employees are happy working in their current factory they also believes that they have an opportunity for personal growth and development.

The scope of this study is it will help to understand exactly what matters most to your employees. The study on employee satisfaction will help the textile industry to understand what are major factors which lead to satisfaction and dissatisfaction of employees in an organization. The industry will also understand how employee satisfaction has a direct and positive impact on productivity which in turn leads to organization profits. The study will help management of textile factories to understand where their employees are satisfied and dissatisfied what are the reasons for dissatisfaction and what can be done to improve their employee satisfaction level, also help them in making required changes in their policies & procedures. This study will help academicians & research students to explore more deeply the relationship between employee satisfaction and productivity and will give them an view of what are the difficulties faced by textile industry work force in India and what is there satisfaction level.