Chapter V

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION
CHAPTER 5

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5.1 SUMMARY OF FINDINGS

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CHAPTER – 5

SUMMARY OF FINDINGS, SUGGESTIONS AND

CONCLUSION

In this chapter, an attempt is made to bring together the conclusions emerged from the study on “A Study of Workers Problem Vis-a- Vis Job Satisfaction Trends of Diamond Industry of Gujarat.” Today Unorganized sector in our country cover a wide range of activities. Keeping in view the importance of unorganized field of diamond industry has been chosen. There is no need to say that diamond industry is one of the biggest industry in our country and diamond industry's workers have to face high risk and hazards in the sphere of their working. During the present study, the investigator has come across various problems and job satisfaction trends in diamond industry findings of which along with suggestions are drown here under.

5.1 FINDINGS

The first chapter is introduction of diamond industry; the major findings are as under.

- Diamonds are fascinating. Both in their ability to catch the light and their ability to fetch high price.
- The industry has three main stages.
  1. mining
  2. cutting and polishing or raw or “rough” diamond and
  3. Trading retailing.
- There are 19 countries where diamonds are mine. The major producer argyle, Angola, bostwana, lithiya, South Africa and Russia.
- The ‘big four’ diamond cutting centre are Belgium, New York, ramat gan (Israel) and surat (India).
- Major of the world’s diamond are traded through central selling organization (CSO), De Beer’s controlled entire supply of rough diamonds.
• The diamond industry is one of the major industries of India. Its contribution is significant in the economy from employment and export point of view. The growth of diamond industry has helped the economy of Gujarat and all India.
• Total finished diamonds available in diamond market are twelve out of them eleven diamonds are completed in India and in these diamonds; nine diamonds are completed in only Gujarat.
• This industry pollution free, noiseless and takes no subsidies from the government are some of the major points in favor of this industry.
• Diamond industry of Gujarat is totally unorganized; hence most of units in Gujarat are in the unorganized sector.
• Most of diamond workers and entrepreneurs are from saurashtra region, such migration has taken place because of lot of economic opportunities in this industry.
• Diamond cutting and polishing work dependent on power supply to the industry: no electricity, no work.
• A small but rapidly increasing sector is the processing of precious stones. India contributes 95% of the emeralds on the world market, 85% of rubies and 65% of the sapphires.
• Now days near about 15, 00,000 people are, near about 25000 factories running in Gujarat. Diamond Industrialists are doing their diamond business by near about 2000 to 2500 offices. In Surat near about 2 lakhs people are getting employment in near about 10000 factories. In Gujarat most of the rough diamonds are cutting in Surat. Surat is manufacturing 4 lakhs diamonds daily, there are three big diamond trade markets in Surat.
• Bhavnagar diamond business is widened in all the taluka’s and in all the villages. There are 5000 diamond factories, providing employment to 5, 00,000 lacks people. Internally and externally out of the total unit, only 60% are in Bhavnagar and rest 40% are spreader in Botad savarkundla, Gariyadhar and in palitana.
• Amareli near about 84% villagers are getting employment through agriculture. Out of the total population near about 30% to 40% people are engaged in diamond business. Out of the 10 talukas diamond business is developed fully
in 7 talukas in Amreli, chital, babara, Damnagar, lathi, lilya, varsada, Ishwariya and Dhari are much developed. There are 12000 factories providing employment to 30,000 people. There are 1000 women workers also working in this sector.

- Job-satisfaction may refer to a person or a group. An individual or a department may perform the job satisfactorily unsatisfactorily. Job satisfaction may also apply to part of an individual job.
- According to Andrew Carnegie men power is very important at work place. If people are very important in management, their behavior is also getting more important in organization.
- Job satisfaction has relation with many aspects because it affects a person's mental health, physical health and increase output.
- Affected factors are associated with high level of job-satisfaction hence they are motivators. This is also supported by the four Ps of the job satisfaction which serves four interests as depicted below:
  1. Physical Interest
  2. Psychological Interest
  3. Political / Social Interest
  4. Personal Development interest
- In today's scenario management cannot ignore the human behavior. Management must consider, their needs, their expectations from organization. If workers satisfied with the organization, they work effectively.
- Job satisfaction can’t be seen touched or observed. So it is difficult to define it. In simple words job satisfaction is connected with employee's need. Many other factors affected it.
- There are many methods for measuring Job-Satisfaction. Here researcher used Likert scaling methods.
- According to Peter and Lawler, productivity leads to job-satisfaction because performance attracts rewards and if rewards result in job-satisfaction according to equity theory.
- There are many variables which affected one’s Job satisfaction.
- Superior-subordinate communication is an important influence on job satisfaction in the workplace.
There are number of factors which influence one's satisfaction in the job situation. They can be categorized under two broad headings. (i) Organizational Factors. (ii) Personal Factors.

The second chapter is Review of literature; the major findings are as under.

- Researcher has studied and selected past studies for the review. Twenty three researches were included from India and abroad too. These researches implemented with varies degree levels like Ph.D., M.phil., M.Eed., and Project level.
- Pratimaben Vyas. Studied on An Economical and Social Condition of Diamond worker (A study on Surat city) As per her study patel community is found to be the legendary of the diamond industry. Most of the diamond workers are found young. She is founded types of work and most of the diamond workers who were engaged with the work of diamond cutting, Gnat work and fancy cut work were earning more from their work. Most of the diamond workers of her study were working 8 to 10 hours per day. As far as the problems of the diamond workers are concern 80% diamond workers were feeling suffocation and less ventilation at the work place.
- H.N. Pathak studied on (I) Diamond Cutting and polishing Industry of Gujarat .(II) Diamond Trade and Industry in India. According to prof. H.N. Pathak diamond Industry in an unorganized industry thus he has to fixed number of unit as per others opinion. The main goal of his study is to be aware about the activities of cutting and polishing in diamond industry and employment position in the diamond industry. He has found 16 points under his study.
- Mahendra G. Maheta, studied on"Diamond cutting and Polishing Units". A Brief Report on sample Survey.They have prepared their report with 590 samples of different worker out of 21 units. They want to give the important result of 9 units in this report. Due to the non organized sectors, unionism is not succeeding in this business. Not a single studied female is found a member of any labor union. The main problems of studied females are lack of provident fund facility leave of illness and delivery, lack of labor union, housing allowances, lack of qualitative diamond, medical allowances etc.
• Kalathil Methys has studied on Impact of the Diamond Industry on the social Life. Methy has describe this study by visiting the diamond workers who were living in the five villages nearer to the Navsari District of the Gujarat. he has used England's qualitative analytical method rather than America's analytical method to retain the quality of his study.

• Bremen Jan & Das Aravind N. have studied on Behind the glitter, down and out laboring under capitalism, According to Jan and Das, diamond workers who are doing diamond cutting and polishing work into Surat are migrated. there were 100 units were running with 1000 diamond workers near about Surat region in 1950, where as in 1960 diamond units were 1000 and diamond workers 20,000.

• F.J. Smith, K. P. Scott and Hulin,nd Hulin (1977) studied the Job satisfaction of professional employees of the company. 4000 managers of the 145 company were selected for the sample of the study. He found out through this research that satisfaction increase with the age increase. Thus, Job satisfaction has positive relation with the age level.

• Sinha and Singh (1961) studied on the job satisfaction and absenteeism. They selected random samples of 50 high absente and 50 low absentee workers from varies departments of Tisco, Jamshedpur.

• Dr. M Uma Maheswari studied on Job Satisfaction of Municipal Government Employees with particulars reference to Padmnabhapuram Municipality. The Study has three objectives that are, to study the profile of the respondents, to analyze the job related aspects and to determine the factors influencing job satisfaction of the respondents in the study area.

The Third chapter of the research work deals with research methodology.

• It includes introduction, title of the problem, objectives, plane of the study, tools, techniques, pilot study, field work, statistical tools used, hypothesis, limitations of the study, and organization of the chapter. In this third chapter researcher has adopted systematic and scientific approach for the work and this aspects have been tasted further scientific tool of research.
• The main objectives of this research was to study the workers problems viz – a – viz job satisfaction trends of diamond industry of Gujarat. In this study include twenty five independent variables and one dependable variable that job satisfaction.

• Primary data collected through questionnaire. For collecting the primary data, went to each respondents personally which was served on 1000 sample diamond workers of selected cities a detailed questionnaire was prepare for diamond workers in English and as whom required it was translated in to Gujarati language.

• The statistical tools have been used in the present study, for the analyzing data

(1). Descriptive Analysis include Mean, standard Deviation, Maximum and Minimum Range.

(2). ‘t’-test for find out Mean difference.

(3). ’ F ’ Test (One Way ANOVA)

(4). Factor Analysis for find out Factors Influencing

(5). Job Satisfaction — Factor infulntional

(6) KMO and Bartlett's Test for Diamond Industry


The Fourth chapter deals with analysis and interpretation of workers problems viz a viz Job Satisfaction Trends of diamond Industry of Gujarat.

In order to study the job satisfaction trends of diamond workers in the diamond industry of Gujarat, a serve were conducted among 1000 diamond workers in Surat, Ahmedabad, Navsari, Bhavnagar, Amreli, and Junagadh cities of Gujarat state where there is a concentration of diamond industry. The random sampling technique was adopted for the collection of 1000 sample respondents.
Table- 5.1
MAJOR FINDINGS OF THIS STUDY ARE AS UNDER:

<table>
<thead>
<tr>
<th>Particulars (Variables)</th>
<th>Test(S) Applied</th>
<th>H0/H1</th>
<th>Accept/ Reject</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>(A) Major Findings of t-test</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>t-test</td>
<td>H0</td>
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<td>No significant difference in the job satisfaction of the different Age groups of diamond workers in the diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Category</td>
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<td>H0</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of the different Categories of diamond workers in the diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Marital Status</td>
<td>t-test</td>
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<td>Accepted</td>
<td>No significant difference in the Job Satisfaction of Married and Unmarried Workers of Diamond Industry of Gujarat.</td>
</tr>
<tr>
<td>Educational Qualification</td>
<td>t-test</td>
<td>H0</td>
<td>Accepted</td>
<td>No significant difference in the Job Satisfaction of Literate workers and Illiterate workers of diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Study Leave Reason</td>
<td>t-test</td>
<td>H1</td>
<td>Accepted</td>
<td>Significant difference in the job satisfaction and different study leaves reasons of diamond workers in the diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Way of Getting Work</td>
<td>t-test</td>
<td>H0</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of the different</td>
</tr>
</tbody>
</table>
way of getting work of diamond workers in the diamond industry of Gujarat, for t-test of particular group wise of way of getting work.

<table>
<thead>
<tr>
<th>Training</th>
<th>t-test</th>
<th>$H_1$</th>
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<th>Significant difference in the job satisfaction of Trained Workers and Untrained Workers in the diamond industry of Gujarat.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Types of Work</th>
<th>t-test</th>
<th>$H_0$</th>
<th>Accepted</th>
<th>No significant difference in the job satisfaction of the different types of work of diamond workers in the diamond industry of Gujarat.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Working Hours</th>
<th>t-test</th>
<th>$H_0$</th>
<th>Accepted</th>
<th>No significant difference in the job satisfaction of the different Working hours of diamond workers in the diamond industry of Gujarat.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Types of Job (Job tenure)</th>
<th>t-test</th>
<th>$H_0$</th>
<th>Accepted</th>
<th>No significant difference in the Job Satisfaction of workers Job tenure (Types of Job) of diamond industry of Gujarat.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Monthly Income</th>
<th>t-test</th>
<th>$H_1$</th>
<th>Accepted</th>
<th>Significant difference in the job satisfaction of diamond workers, having different monthly Income in diamond industry of Gujarat.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Experience</th>
<th>t-test</th>
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<th>No significant difference in the job satisfaction of the different work Experience of diamond workers in the diamond</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Test</td>
<td>Hypothesis</td>
<td>Result</td>
<td>Description</td>
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</tr>
<tr>
<td>Wage Payment Method</td>
<td>t-test</td>
<td>$H_0$</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of the different Method of Wage Payment of diamond workers in the diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Monthly Family Income</td>
<td>t-test</td>
<td>$H_0$</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of diamond workers, having different monthly family Income in diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Monthly Family Expenses</td>
<td>t-test</td>
<td>$H_0$</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of diamond workers, having different monthly Family Expenses in diamond industry of Gujarat. For t-test of particular group wise of Monthly family expenses.</td>
</tr>
<tr>
<td>Monthly Savings</td>
<td>t-test</td>
<td>$H_1$</td>
<td>Accepted</td>
<td>Significant difference in the job satisfaction of diamond workers, having different monthly Family Savings in diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Size of Family</td>
<td>t-test</td>
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<td>Accepted</td>
<td>No significant difference in the job satisfaction of diamond workers, having different Size of Family in diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Types of House</td>
<td>t-test</td>
<td>$H_0$</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of diamond workers, having different Types</td>
</tr>
<tr>
<td></td>
<td>Test</td>
<td>Hypothesis</td>
<td>Result</td>
<td>Description</td>
</tr>
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</tr>
<tr>
<td>Family Debt</td>
<td>t-test</td>
<td>H₀</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of diamond workers, having different Family Debt in diamond industry of Gujarat, for t-test of particular group wise of family debt.</td>
</tr>
<tr>
<td>Monthly Pocket Expenses</td>
<td>t-test</td>
<td>H₀</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of diamond workers, having different pocket expenses in diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Feel Poor Ventilation</td>
<td>t-test</td>
<td>H₀</td>
<td>Accepted</td>
<td>No significant difference in the Job Satisfaction among the diamond workers, who feeling poor ventilation in diamond industry of Gujarat.”</td>
</tr>
<tr>
<td>Feel Comfort with Co-Workers and owners</td>
<td>t-test</td>
<td>H₁</td>
<td>Accepted</td>
<td>Significant difference in the Job Satisfaction among the diamond workers, who feeling comfort with co-workers and owners in diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Getting Loan from Owners</td>
<td>t-test</td>
<td>H₁</td>
<td>Accepted</td>
<td>Significant difference in the Job Satisfaction among the diamond workers, who getting loan from owners in diamond industry of Gujarat.</td>
</tr>
</tbody>
</table>
**Major Findings of ANOVA test**

<table>
<thead>
<tr>
<th>Category</th>
<th>ANOVA</th>
<th>H₀</th>
<th>Accepted</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>ANOVA</td>
<td>H₀</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of the different Age groups of diamond workers in the diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Category</td>
<td>ANOVA</td>
<td>H₀</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of the different Categories of diamond workers in the diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Study Leave Reason</td>
<td>ANOVA</td>
<td>H₁</td>
<td>Accepted</td>
<td>Significant difference in the job satisfaction and different study leaves reasons of diamond workers in the diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Way of Getting Work</td>
<td>ANOVA</td>
<td>H₁</td>
<td>Accepted</td>
<td>Significance difference found in the job satisfaction of the different way of getting work of diamond workers in the diamond industry of Gujarat, for ANOVA test of all group of way of getting work.</td>
</tr>
<tr>
<td>Types of Work</td>
<td>ANOVA</td>
<td>H₀</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of the different types of work of diamond workers in the diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Working Hours</td>
<td>ANOVA</td>
<td>H₀</td>
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<td>No significant difference in the job satisfaction of the different Working hours of diamond workers in the diamond industry of Gujarat.</td>
</tr>
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<td></td>
<td>Test</td>
<td>Hypothesis</td>
<td>Result</td>
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<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Monthly Income</td>
<td>ANOVA</td>
<td>$H_1$</td>
<td>Accepted</td>
<td>Significant difference in the job satisfaction of diamond workers, having different monthly Income in diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Experience</td>
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<td>$H_0$</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of diamond workers, having different work Experience in diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Wage Payment Method</td>
<td>ANOVA</td>
<td>$H_0$</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of diamond workers, having different Method of Wage Payment in diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Monthly Family Income</td>
<td>ANOVA</td>
<td>$H_0$</td>
<td>Accepted</td>
<td>No significant difference in the job satisfaction of diamond workers, having different monthly Family Income in diamond industry of Gujarat.</td>
</tr>
<tr>
<td>Monthly Family Expenses</td>
<td>ANOVA</td>
<td>$H_1$</td>
<td>Accepted</td>
<td>Significant difference in the job satisfaction of diamond workers, having different monthly Family Expenses in diamond industry of Gujarat. For ANOVA-test of all group of Monthly family expenses.</td>
</tr>
<tr>
<td>Monthly Savings</td>
<td>ANOVA</td>
<td>$H_1$</td>
<td>Accepted</td>
<td>Significant difference in the job satisfaction of diamond workers, having different...</td>
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<tr>
<td>Factor</td>
<td>Test</td>
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<td>Result</td>
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</tr>
<tr>
<td>Size of Family</td>
<td>ANOVA</td>
<td>$H_0$</td>
<td>Accepted</td>
<td></td>
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<tr>
<td>Types of House</td>
<td>ANOVA</td>
<td>$H_0$</td>
<td>Accepted</td>
<td></td>
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<tr>
<td>Family Debt</td>
<td>ANOVA</td>
<td>$H_1$</td>
<td>Accepted</td>
<td></td>
</tr>
<tr>
<td>Monthly Pocket Expenses</td>
<td>ANOVA</td>
<td>$H_0$</td>
<td>Accepted</td>
<td></td>
</tr>
<tr>
<td>Addiction of Diamond Workers</td>
<td>ANOVA</td>
<td>$H_0$</td>
<td>Accepted</td>
<td></td>
</tr>
<tr>
<td>Place of Work</td>
<td>ANOVA</td>
<td>$H_1$</td>
<td>Accepted</td>
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</tbody>
</table>

- Monthly Family Savings in diamond industry of Gujarat.
- No significant difference in the job satisfaction of diamond workers, having different Size of Family in diamond industry of Gujarat.
- No significant difference in the job satisfaction of diamond workers, having different Types of House in diamond industry of Gujarat.
- Significance difference found in the job satisfaction of diamond workers, having different Family Debt in diamond industry of Gujarat, for ANOVA test of particular group of family debt.
- No significant difference in the job satisfaction of diamond workers, having different pocket expenses in diamond industry of Gujarat.
- No significant difference in the job satisfaction among the diamond workers, who getting loan from owners in diamond industry of Gujarat.
- Significant difference in the Job Satisfaction of Diamond workers in the diamond
industry, who were working in
different cities of Gujarat.

| Influential Factors for Job Satisfaction | Factor analysis | Principal Component Analysis (PCA) and the Varimax Rotation of factor (PCA) | The respondent evinced the factors such as economic factors, future plan factors, job factors, Organizational factors, relationship factors, benefit factors, social factor, skill factors and personal factors as influencing factors for job satisfaction. These nine factors accounted for 59.790% of variance on the data. Thus factors analysis found out that economic factors primarily influence the level of satisfaction. |

5.2 **SUGGESTIONS**

After conducting a study on workers problems viz a – viz job satisfaction trends of diamond industry of Gujarat, researcher has identified some facts based on questionnaire and observation. This may help the diamond industry to increase the satisfaction level of the workers. Job satisfaction is an important criterion in any organization. As per researcher study it is found majority of the diamond workers are dissatisfied with their job but there are certain areas where the workers are more satisfied. Job satisfaction is a very important determinant of the rate of turnover for any organization. Job satisfaction by itself is a largely effected by the attitude of employees towards monetary and nonmonetary rewards. Based on those findings researcher has come to know that workers have some problems and dissatisfaction on their jobs, which need urgent attention. If not solved, they can hamper the growth of
the diamond industry. The following suggestions have been made. In order to keep workers satisfied and retain them diamond industry should adopt the following practices.

✧ **SUGGESTIONS FOR OWNERS**

✧ Majority of the workers feels that wage and salary provided to them may have to be considered for hike. So the owners may consider of increase it.

✧ Try to give timely incentives to workers to motivate financially.

✧ In order to improve job satisfaction of workers, the owners should pay more attention to aspects like training, work environment, performance appraisal methods, relation with co-workers and owners, recruitment policy etc.

✧ Training and development programmes should be conducted from time to time so that workers do not get bored from their job.

✧ Training programmers’ should be conducted for both workers as well as technical skill development. Owners (Management) should recognize talents and encourage them to grow in the organization.

✧ Educated workers should be employed.

✧ For perfect cut and polished diamond, workers should to be trained.

✧ Follow more open door communication policy.

✧ Owners can try and increase the level of workers participation in decision making.

✧ Better communication may yield some more results. Seniors may be considered for subordinate.

✧ There should be separate arrangement of work-rooms for male and female diamond workers.

✧ Organization can motivate individual through proper guidance for work.

✧ Individual attention to workers regarding health matters may be considered on priority basis.

✧ Arrange anti-addiction program for diamond workers at work place.
Owner should provide medical allowance and medical leave and further health awareness related programs and reduce health problem among the diamond workers.

More attention should be given for overall development of workers welfare facilities.

Performance based rewards and recognition to improve motivation of workers.

Worker’s performance should be appraised from time to time so that organization can come to know about the efficiency of the organization.

Arrange subsides food canteen at work place for migrated workers.

Allocate sufficient number of workers to each table work (Ghanti).

Human resource practices must be effectively and fairly used to enrich one's job.

**SUGGESTIONS FOR WORKERS.**

The main problem of male and female workers are lack of provident facility, lack of leave of illness, lack of housing allowance, lack of labour union, lack of further benefits and they have unawareness of their work place and they have unclear employer-employee relationship. So, workers should be aware above problems and tries to solve these problems.

In the gem stone sector, Universal Alliance opened vocational training centers for gemstone polishing in Surat. Workers should join this training programs.

Health awareness must be necessary to diamond workers because expenditure pattern of workforce shown that per capita expenditure on tea, tobacco, beedi, wine and other items are high, it is injurious to health.

Workers should attend anti-addiction programs with positive approach.

Due to the unorganized sector, unionism is not succeeding in this business; Workers should be develop union properly and to minimize the evil effects of bureaucratic methods.

Workers should make an attempt to improve methods of tackling problems and incentive methods. Worker should also develop risk tacking attitude among fluctuation of diamond industry.
SUGGESTIONS FOR GOVERNMENT.

- The all Gujarat diamond industry is male dominated. The women workers in this industry of Gujarat are observed less number. It is interesting note that the entire diamond industry of Gujarat there is observed only 10% factories introduced work for women diamond workers. All these data clearly prove that this industry is highly male dominated. Thus, government has to take some measure steps regarding this problem to make easy, safe and proper entry for women in this industry.
- Bank should provide loan to improve diamond business.
- To give training to the employees of diamond industry, government should start more diamond polishing training centers.
- It is worth nothing that diamond workers of Gujarat’s other cities get more than minimum wages. This has worked as a pull factor for many young person from saurastriyan to join this industry of all place of Gujarat; there should be average wage payment system at all place of Gujarat.
- The main problem of diamond workers are lack of P.F. facility, leave for illness, and lack of labour union. The Government should try to get resolved this problem for the upliftment of the diamond industry.

SUGGESTIONS FOR DIAMOND INDUSTRY

- To prepare a perfect cut and polished diamond only one should have trust, skill, clarity, ability and working style to be stabilized against world competition business strategy is must, although they must have the knowledge about government policy, high investment capacity, awareness of banking rules and regulation etc.
- Diamond industry have to make techno research to reduce health problem among the diamond workers like eye problem, shoulder pain, headache etc.
- The diamond industry is one which is tightly controlled from the top, since the distribution of rough diamonds for processing remains in the hands of a small
group. This control can also be used to reduce workers problems in the industry.

- Diamond Industry need to introduce special schemes related to pension, gratuity, retirement, and other related benefits to enhance the worker's sense of security.

- These industries need to build upon an open and developmental climate, where workers have been given more autonomy, where these same workers are heard and participate in the decision-making process and where there is less of a hierarchical and formal relationship between supervisors and subordinates.

- Diamond Industry need to Provide Group Life Insurance to workers.

- It is worth noting that diamond workers of Surat city get more than minimum wages. This has worked as a pull factor for many young persons from Saurashtra region to join this industry of Surat city. There should be average wage payment system at all places of Gujarat.

- Diamond Industry needs to import duty is lowered, and then the Indian jewellery trade will attract NRI buyers who have now shifted purchases to Dubai and Singapore. NRI business is a substantially big business for us

### 5.3 Area of further Research

- A further research can be held with workers of diamond industry to measure the job satisfaction with other dependent variable like motivation, adjustment, and moral.


- A further research can be held with all the diamond industry of Gujarat state to measure the job satisfaction of employees.
5.4 Conclusion:

As per the findings and suggestions of the study, researcher could derive the following conclusion:

Most of the workers about 41% of Diamond Industry of Gujarat were not satisfied. In today’s scenario the importance of human behavior is increasing day to day. Diamond Industry can enhance the job satisfaction of workers by taking some step in aptly direction. For this administrative wing and political wing both have to try. Workers of Diamond Industry have many questions as well as they are facing problems from owners. There is a need to give the attention on solution of workers questions whenever it arises.

Human resource has the greatest potential to develop and grow provided the right work environment is provided to them. Job satisfaction of employees/workers is utmost important for better functioning of any enterprise and improving service quality. Job satisfaction is a key aspect to make employees more productive, innovative and committed. Employee’s satisfaction of job is a mixture of several factors. Factors influencing the job satisfaction can be frequently and measured to find out job satisfaction among the employees. Organizations need to continuously improve employee satisfaction in order to stay profitable. Hence, higher the satisfaction of employees, effective will be the performance of the organization.