A Study On Employees' Perception Of S Special Economic Zones (SEZs) with Special Reference to Tamilnadu

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Abstract: A Special Economic Zone (SEZ) is a geographical region that has economic laws that are more liberal than a country's domestic economic laws. SEZ is a trade capacity development tool, with the goal to promote rapid economic growth by using tax and business incentives to attract foreign investment and technology. It has been recognized as an important mechanism for creation of infrastructure, employment generation, promotion of regional development, increase in foreign exchange earnings, improving export competitiveness and transfer of skills and technology. This paper focused on problems on employees. Further, the researcher applied Henry Garret Ranking method, the result on wage rate is first problems for employees followed by Job & Social Security and working hours.

1. Introduction

Special Economic Zones (SEZs) have emerged as a popular strategy, adopted by various countries like Brazil, China, Pakistan, Iran, Jordan, Poland and Russia, to increase their increasing competitiveness in achieving faster social economic development of all region nations. As a step towards increasing competitiveness, India introduced the Special Economic Zone (SEZ) Scheme on 1st April, 2000, with the objective of providing a competitive and hassle-free export environment, attracts Foreign Direct Investment (FDI), generate employment and to facilitate transfer of technology, which would in turn leads to the socio-economic development of the people. SEZs act as an engine of economic growth supported by good quality infrastructure, complemented by an attractive fiscal package, both at the Centre and State level, with minimum possible regulations.

2. Related Work

Dr. Saroja Devi. R & Sudarvel J,(2021) A Special Economic Zone (SEZ) is an important role of Indian contribution and GDP of our country. It is geographical region that has economic laws that are more liberal than a country's domestic economic laws. Today, there are approximately 3,000 SEZs operating in 120 countries, which account for over 3, 33,661 Crores in exports and 16, 56,071 people's jobs in September 2018. It has been recognized as an important mechanism for creation of infrastructure, employment generation, promotion of regional development, increase in foreign exchange earnings, improving export competitiveness and transfer of skills and technology. This study focused on SEZs in contribution to the Indian economy.

3. Statement of the Problem

The economic, labour and other laws are also liberalized in the SEZ business units; hence they don't consider any labour environmental problem. At the same time, the establishment of SEZs in the country has greatly improved the country's export and employment opportunity. Thus, establishment of SEZs has brought both negative and positive impacts in the economy. Under these circumstances, it is important to evaluate the performance of SEZs in India from the beginning to the present and to find out whether the policy has really proved beneficial to the country. Further, it is quite essential to assess the performance of SEZs in attaining the required goals in the economy, and to provide fruitful suggestions to policy makers and other stakeholders in the interest of the country.

Objectives of the study

1. To study the employee perception of the study area.

2. To analyze the problems faced by Employees of selected SEZs.

4. Research Methodology

Source of Data

The present study relies on secondary and primary data. The secondary data collected from various sources related to Indian Ministry of Commerce and Trade (IMCT), Centre for Monitoring Indian Economy (CMIE) and indiastat Database. The primary data relating to the working environment and problems associated with employees were collected using questionnaire technique. For the purposes sample respondents were chosen probability method.

Sampling Design

In Tamil Nadu as on January 2018 there are 35 operating SEZs units existed, from that randomly four SEZs zone were selected namely, State Industries Promotion Corporation of Tamil Nadu (SIPCOT)-Vellore, ELCOT-Tiruchirapalli, Aspen Infrastructures Limited-Coimbatore and AMRL international Tech City Ltd-Tirunelveli. The researcher chosen employees from each of the SEZs zones for examine the problems faced by the employees. The study uses random sampling method. Since the study is relating to the problems associated with employees of SEZs units and the population is unknown, this sampling method was adopted. Random sampling is used to select the 384 samples. This number is determined as per Krejcie & Morgan, 1970[1]; According to this theory if the population size for the study is more than one lakh, then the size of the sample should be 384. In the selected SEZs units number of employees are more than one lakh, the sample size for the study is fixed as 384.

Statistical Techniques: The Researcher used for analyzing the data from descriptive to multivariate. The details of the statistical tools are Frequency distribution analysis and Garrets Ranking Technique. The following table-1 shows the demographic profile of the employees in SEZ units.

Table-1
Personal Profile of Employees (No.384)

Factor	Classification	Frequency	Percentage (%)
Gender	Male	241	62.8
	Female	143	37.2
Marital Status	Not Married	192	50
	Married	172	44.8
	Others	20	5.2
SEZ	SIPCOT	159	41.4
	ELCOT	101	26.3
	AIL-CBE	55	14.3
	AMRL	69	18

[1] Robert V Krejcie and Daryle W Morgan,(1970) 'Determining sample size for Research activities' *Educational and Psychological Measurement,* 30, PP.607-610.

Migration	within State	333	86.7
	out of the state	51	13.3
Job	Unskilled	237	61.7
	Skilled	100	26
	Semi-skilled	19	4.9
	Managerial	28	7.3

Source: Primary Data

From the Table -1 it can be understood that out of 384 respondents 241 of them (62.8%) are male; and 143 of them (37.2%) are female. For (50%) of the respondents are unmarried; 172 of them (44.8%) of the respondents are married, 20 (5.2%) of them others respondents. As much as 41.4 per cent of the respondents are in the SIPCOT category employees followed by 26.3 per cent of the respondents are ELCOT category employees, 14.3 percent of the respondents are AIL- CBE Category employees and 18 per cent of the respondents are AMRL category of employees in type of SEZs. It is found that the highest employees in SIPCOT category employees. The present study out of 384 total respondents, 333 (86.7%) of the respondents are working within state employees and 51 (13.3) of the respondents are working in other state employees. The nature of the job can be understood that most of the respondents i.e. 61.7 per cent of the respondents are unskilled employees followed by 26% of the respondents are skilled employees 4.9 percent of the respondents are semiskilled and remaining 7.3 per cent of the respondents are managerial employees.

5. Employees' perception of SEZs

The employees' perceptions relating to the infrastructure were presented in this section. Infrastructure related questionnaire were developed using five point likert scaling technique. The responses of employee are given the Table -2 Relationship between gender profile and classification of the infrastructure

Table -2
Relationship between the Gender and Classification on Infrastructure

Gender	Classification on Infrastructure			Total	x^2 Value	p value
	Poor	Neutral	Good			
Male	60	124	57	241		
	(24.9)	(51.5)	(23.7)	(100.0)		
Female	37	64	42	143	**1.995**	**0.369**
	(25.9)	(44.8)	(29.4)	(100.0)		
Total	97	188	99	384		
	(25.3)	(49.0)	(25.8)	(100.0)		

Source: Computed Data, Figures in brackets are % to Row Total;

The Table-2 shows that among the 241 male respondents. 24.9 per cent of the respondents are infrastructure is poor followed by 51.5 per cent of the respondents are infrastructure is Neutral and the remaining 23.7 percent of the respondents are Good. In the case of 143 female respondents, 44.8 per cent of the respondents are infrastructure level is neutral followed by 29.4 per cent of the respondents are good in infrastructure and the remaining 25.9 per cent of the respondents are poor of infrastructure level.

Ho: 'There is no significant difference between the gender of the respondents and their Classification of the infrastructure level.'

With the help of the Chi-Square test the hypothesis is tested. The calculated value of Chi-Square test is 1.995 and 'P' value is 0.369. Since the calculated P value is More than 0.05 (P value > 5%), the null hypothesis is accepted at five per cent level of significance. Hence it is concluded that the respondents' classification of the infrastructure is not associated with their gender.

The following table-3 show that the relationship between nature of the job and classification of the infrastructure.

Table -3
Relationship between the Job and Classification on Infrastructure

Job	Classification of the Infrastructure			Total	x^2 Value	p value
	Poor	Neutral	Good			
Unskilled	63	113	61	237		
	(26.6)	(47.7)	(25.7)	(100.0)		
Skilled	20	55	25	100		
	(20.0)	(55.0)	(25.0)	(100.0)		
Semi - Skilled	7	8	4	19	**4.117**	**0.661**
	(36.8)	(42.1)	(21.1)	(100.0)		
Managerial	7	12	9	28		
	(25.0)	(42.9)	(32.1)	(100.0)		
Total	97	188	99	384		
	(25.3)	(49.0)	(25.8)	(100.0)		

Source: Primary Data, Figures in brackets are % to Row Total;

The Table -3 shows that among the 237 respondents are unskilled employees. 47.7 per cent of the respondents are infrastructure is Neutral followed by 26.6 per cent of the respondents are infrastructure is poor and the remaining 25.7 percent of the respondents are Good. In the case of 100 respondents of skilled employees 55.0 per cent of the respondents are infrastructure level is neutral followed by 25.0 per cent of the respondents are good in infrastructure and the remaining 20.0 per cent of the respondents are poor of infrastructure level. In the case of 19 respondents of Semi-Skilled employees 42.1 per cent of the respondents are infrastructure level is neutral followed by 36.8 per cent of the respondents are poor in infrastructure and the remaining 21.1 per cent of the respondents are good of infrastructure level. In the case of 28 respondents of Managerial employees 42.9 per cent of the respondents are infrastructure level is neutral followed by 32.1 per cent of the respondents are good in infrastructure and the remaining 25.0 per cent of the respondents are poor of infrastructure level.

Ho: 'There is no significant difference between the job and their Classification of the infrastructure level.'

With the help of the Chi-Square test the hypothesis is tested. The calculated value of Chi-Square test is 4.117 and 'P' value is 0.661. Since the calculated P value is More than 0.05 (P value > 5%), the null hypothesis is accepted at five per cent level of significance. Hence it is concluded that the respondents' classification of the Infrastructure is not associated with their Job. The following table -4 problems of SEZs employees in Tamilnadu.

Table -4
PROBLEMS OF SEZS EMPLOYEES IN TAMIL NADU

Particulars		1	2	3	4	5	6	7	8	9	10	11	Garret Score	Mean	Garret Rank
Garret Table Value		83	72	65	59	55	50	45	41	35	28	17			
Wage	No. Res	60	84	69	37	42	17	21	16	12	10	16	384	**61.01**	1
	Garret Score	4980	6048	4485	2183	2310	850	945	656	420	280	272	23429		
Health	No. Res	41	80	73	34	26	29	22	16	20	19	24	384	**57.50**	6
	Garret Score	3403	5760	4745	2006	1430	1450	990	656	700	532	408	22080		
social dialogue	No. Res	26	59	61	44	30	31	35	26	24	30	18	384	**54.15**	10
	Garret Score	2158	4248	3965	2596	1650	1550	1575	1066	840	840	306	20794		
Job & Social Security	No. Res	68	71	76	33	21	20	24	17	19	21	14	384	**60.07**	2
	Garret Score	5644	5112	4940	1947	1155	1000	1080	697	665	588	238	23066		
Gender Discrepancy	No. Res	56	62	59	31	19	22	30	21	23	25	36	384	**55.34**	9
	Garret Score	4648	4464	3835	1829	1045	1100	1350	861	805	700	612	21249		
Rest Period	No. Res	65	63	67	27	29	22	27	27	28	16	13	384	**58.71**	4
	Garret Score	5395	4536	4355	1593	1595	1100	1215	1107	980	448	221	22545		
Safety	No. Res	46	67	64	39	28	31	21	18	33	18	19	384	**56.92**	7
	Garret Score	3818	4824	4160	2301	1540	1550	945	738	1155	504	323	21858		
Working Hours	No. Res	66	79	71	25	22	28	27	14	21	10	21	384	**59.97**	3
	Garret Score	5478	5688	4615	1475	1210	1400	1215	574	735	280	357	23027		
Leave	No. Res	56	77	54	31	39	25	18	32	19	20	13	384	**58.58**	5
	Garret Score	4648	5544	3510	1829	2145	1250	810	1312	665	560	221	22494		
Labour admin	No. Res	42	80	60	31	36	29	22	22	18	16	29	385	**56.80**	8
	Garret Score	3486	5760	3900	1829	1980	1450	990	902	630	448	493	21868		
Puppet union	No. Res	37	67	65	26	26	23	21	32	28	26	33	384	**54.06**	11
	Garret Score	3071	4824	4225	1534	1430	1150	945	1312	980	728	561	20760		

Source: Own Calculation

The table represents the view of the SEZs employees with regards to the problem they faced during an employment. The responses show that wage rate is the major problem as the score shows rank one with the highest Garret Mean score of 61.01. This is followed by job and social security with score of 60.07 as second major problem.Working hourse with score of 59.97 as third. Next, rest period during working time with score of 58.71is another problem.No paid leave with score of 58.58 as fifth, health issue in working place with score of 57.50 as sixth, lack of safety measures in working place with score of 49.74 as seventh, poor labour

administration was next important problem with score of 56.80 as eighth, gender discrepancy issues with score of 55.34 as ninth, social dialogue is tenth important problem for employees of SEZs units with mean garret score of 54.15 and the puppet union is yet another important problem for the employees with garret score of 54.06 as elevanth major problem respectively. Hence it is important for the SEZs unit holders to examine these problems and sort out to increase the generation of employment and retaining the existing employee. The problems of employees may vary from the SEZs zone to SEZs zone; hence the researcher intended to examine the major problems that the employees facing in selected SEZs zone wise.

6. Conclusion

The SEZs have high investment and employment potentials. The country has been a vital investment destination for the foreign investors except for the domestic non-public company bodies. India is in the forefront of supply of skilled man power, particularly in the area of software engineering. Due to the globe trend of recession within the advanced countries of the west, Indian skilled manpower had more employment opportunities within the country. Hence the schemes like SEZs have great employment potentials for the software system engineers and different versatile employees. To sumup all the SEZs units it noticed that the wage, job& social security, rest period and health issue was major problems were facing employees. Further it is note worthy to mention that the gender discrepancy is most is existed almost in all the SEZs units in Tamil Nadu.

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