

Effects of managerial practices on workplace performance and health of female factory workers in India

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Data/Results

Methodology: Grounded Theory, Methods: Mixed Methods

Iterative phases of data collection and analysis:



Results:

- Causal identification of statistically significant effect of supervisor gender on four variables listed above
- Identification of mechanism to explain this phenomenon
- Current Work:
 - Identifying supervisor characteristics that enable workers to be more productive and access healthcare at the workplace in better ways
 - Translating findings into policy to enable better supervisory practices

Abstract/Opportunity

- Growth of manufacturing in India
- More women in traditionally male shop-floors - 25% of working women in urban and peri-urban areas
- More women in managerial positions – 32% in India (Forbes, 2014) but no research on its effects

Garment sector in India

- 59% world market share
- \$223 billion industry by 2020
- Currently contributes 4% tp GDP, 13% to export earnings
- Over 45 million people employed

Proposed Solution

- Identifying factors that positively affect workplace performance and health for female factory workers
- Crafting specific policies that can be implemented at the factory level, to be scaled to industrial association and state levels at later stages

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Value Proposition/Next Steps

Value Proposition: Win-win for all stakeholders

- Healthier, more productive workforce for factories. Improved productivity of 4-5%. 1% increase corresponds to:
 - 2 days/ year: reduced sick leave
 - 5 min/ day: reduced breaks/ increased time at work
 - 1% increase: effectiveness of work (Fitz & Rosenfeld, 1997)
- Better relationships between supervisors and their workers
- Improved workforce experience for women: better earning, ripple effect of benefits extending to women's families

Next steps:

- Formulating and implementing specific policies
- Exploring avenues for greater outreach and impact

References (Non-exhaustive List)

- Abraham, Mabel Lana Botelho. 2013
- Baldassarri, Delia. 2015.
- Beckman, Christine M. and Damon J. Phillips. 2005.