



Exploring the Nexus: Educational, Health, and Economic Incentives in Power Looms and their Impacts on Job Satisfaction

Dr. Arfan Latif¹, Dr. Sumera Tul Hasan², Dr. Muhammad Abdullah³, Hafiz Muhammad Ahmad⁴

Abstract

This research endeavors to unravel the intricate relationships among educational, health, and economic incentives within the Power Loom Industry and their consequential impacts on job satisfaction. Utilizing a quantitative approach, the study employs regression analysis to interpret key coefficients and statistical parameters. The results indicate that economic incentives, educational incentives, and health-related incentives significantly influence job satisfaction. Notably, educational incentives emerges as the most impactful factor followed by health-related incentives, and economy incentives. These findings underscore the importance of fostering fairness in organizational practices and providing diverse incentives to enhance overall job satisfaction. The study contributes to the literature by providing nuanced insights into the interplay between incentives and job satisfaction within the context of the Power Loom Industry. As industries seek to optimize workforce well-being, this research serves as a valuable guide for decision-makers aiming to implement targeted policies and practices that cater to the multifaceted needs of employees.

Keywords: Power Loom Industry, Job Satisfaction, Organizational Justice, Economy Incentives, Educational Incentives, Health-related Incentives, Regression Analysis

1. Background

The textile industry in Pakistan is the country's most important industrial sector and the country's largest industrial sector. It also makes a significant contribution to the economy of Pakistan as a whole. The textile industry in Pakistan is comprised of many subsectors, one of which is the power loom industry. Because of its significant role in the textile industry, the power loom industry provides job opportunities for millions of people (Fayaz. A., et al., 2013a). This industry is particularly essential in rural regions because of its importance to the textile industry. The power loom sector of Pakistan is responsible for the production of a diverse range of commodities, some of which include fabrics, household textiles, and industrial textiles. These are only few of the products that are created by this industry. It serves Pakistan's domestic as well as its international markets, and it is a significant contributor to the country's total volume of exports. According to the Pakistan Bureau of Statistics (PBS), the power loom industry had a significant part in Pakistan's textile and garment exports, which totaled US\$ 12.4 billion in the fiscal year 2020-21 (Fayaz. A., et al., 2021b).

Additionally, the industry of power looms in Pakistan is particularly important for the promotion of Pakistan's traditional handicrafts, which have a very significant cultural past in Pakistan. These handicrafts include things like traditional weaving and embroidery. Thanks to the provision of a platform for doing so by the industry, the traditional weaving methods and patterns that have been handed down from generation to generation are able to be preserved and promoted. In addition to this, the sector of power looms is vitally significant in Pakistan's struggle against poverty, especially in the rural areas of the country. According to a research compiled by the International Labour Organisation (I.L.O.), the power loom sector in Pakistan is responsible for the employment of more than 3.5 million people, the majority of whom come from families with lower incomes. These workers are provided with a means of subsistence by the industry, which also contributes to an improvement in their level of living (Abuhashesh, et al., 2019; Şentürk & Ali, 2021).

To summarize, the power loom business in Pakistan is of great importance to the country's economy, employment market, international trade, and traditional handicrafts market. It is an essential means of subsistence for millions of people, particularly those living in rural regions, and it plays an essential part in the fight against poverty (Aslam, et al., 2016a).

1.1. Social Justice and workplace

The goal of social programs is to eliminate existing disparities. Social justice can mean diverse things to different people and societies. Therefore, different belief systems implement it differently. Justice's purpose is to uphold moral standards. Economic and social justice is defined as the equitable distribution of a society's benefits and burdens. Equality is one of the fundamental principles upon which justice is founded. Prior to anything else, a society's citizens must be politically equal. Sunal described how Miller (1999) conceptualized the four components of social justice (Sunal & Miller, 1999).

In Industrial Operations (2008), he analyzed the work of 414 individuals to determine the relationship between organizational justice and job satisfaction. An examination of the association between the individual characteristics of employees and their perceptions of justice revealed that gender is linked to all categories of justice perspectives. The study evaluated education levels, general perspectives, and belief systems holistically (Industrial Operations, 2008).

Consequently, social justice has gained prominence within the economic sector. In 2009, a team of Hacettepe University researchers examined the legal aspect of social justice as a social privilege. Social work has been woven with justice and the activities of the United Nations Commission on Human Rights. The concept of social service based on rights-based, egalitarian, three-generation rights and stories of the liberation of human rights is one method of committing social infidelity, according to the findings of the study. The 2009 research by former Supreme Military Administrative Court Justice Mustafa Oksar is an outstanding analysis. The literary evaluation essay *The Deportation of Social Justice to Tenth Village* analyzed social justice and human rights through the lens of the book *Tenth Village* by Fakir Bayburt (Hacettepe University, 2009).

Examined are social issues including the prevalence of festivals commemorating equality and social justice in a particular region and the propensity of villagers to participate in social injustice? Enis Ksüz evaluated the contributions of the "Philip organization" and the social adjective based on papers presented at the organization's "sociology conferences." With this system, the most urgent social justice concerns of the Seljuk and Ottoman periods regarding production quality were resolved, thereby resolving the issue of unity. In this conception of the state, the underlying assumptions of wealth have emerged as a central area

¹ Assistant Professor, Department of Sociology, University of Okara, Pakistan, arfanlatif9292@uo.edu.pk

² Assistant Professor, Department of Sociology, University of Okara, Pakistan, sumerahasan@uo.edu.pk

³ Assistant Professor, Department of Sociology, Lahore Leads University, Pakistan, hod.sociology@leads.edu.pk

⁴ MPhil Scholar, Department of Sociology, University of Okara, Pakistan, muhammadahmadwattoo2525@gmail.com

of inquiry. He claimed that this organization had considerably influenced the nation's social policy history by establishing local organizations and organizing producer conferences, among other things (Enis & Ksüz, 2016).

1.2. Education, Health and Economic Incentives at the workplace

Education is essential for improving the lives of power loom workers in Pakistan. Several studies have found that workers who have received formal education are more likely to have better job opportunities, earn higher wages, and have better working conditions (Saboor et al., 2021). Several educational incentives have been proposed or implemented to promote education among power loom workers, including vocational training programs, scholarships, and access to formal education (Saboor et al., 2021). Education is seen as an essential tool for improving the lives of power loom workers in Okara. Several studies have found that workers who have received formal education are more likely to have better job opportunities, earn higher wages, and have better working conditions several educational incentives have been proposed or implemented to promote education among power loom workers, including vocational training programs, scholarships, and access to formal education (Ahmed et al., 2016).

Bukhari and Zafar (2019) studied the impact of vocational training programs on the well-being of power loom workers in Okara. They found that workers who had completed the training program had higher job satisfaction, better working conditions, and were more likely to receive promotions and salary increases (Bukhari and Zafar, 2019). Similarly, Ahmed et al. (2016) conducted a study on the impact of scholarships on the education and well-being of female power loom workers in Okara. They found that the scholarships improved the educational outcomes and well-being of the female workers (Ahmed et al., 2016; Şentürk & Ali, 2021).

Access to healthcare facilities is one of the most significant health incentives for employees in the power loom industry. Numerous industry workers originate from low-income households and have limited access to healthcare. Various organizations, including government and private entities, have introduced initiatives to provide healthcare services to employees in the power loom industry in order to address this issue. Some textile companies, for instance, have established health clinics within their factories to provide employees with access to essential healthcare services like first aid, vaccinations, and checkups. Moreover, numerous organizations have implemented initiatives to increase worker awareness of health-related issues. Some private and non-profit organizations, for instance, conduct health education sessions and seminars to educate employees on personal hygiene, nutrition, and disease prevention (Aslam & Kingdon, 2012).

In addition, numerous organizations have implemented programs to provide employees with personal protective equipment (PPE) in order to ensure workplace safety. P.P.E., such as gloves, masks, and safety glasses, can protect workers from injuries, health hazards, and respiratory problems caused by dust and fumes (Khalid et al., 2016).

Health incentives are seen as essential for improving the health outcomes and well-being of power loom workers in Pakistan. Several studies have found that workers with access to healthcare, safety equipment, and safe working conditions are likelier to have better health outcomes and well-being (Ali et al., 2023; Shair et al., 2023).

Economic incentives are seen as essential for improving the economic conditions of power loom workers in Pakistan. Several studies have found that workers who are paid higher wages and have access to better working conditions are more likely to have better health outcomes and well-being (Rehman et al., 2019).

Several policies and programs have been proposed or implemented to promote economic incentives, including minimum wage laws, financial literacy programs, and access to credit (Awan et al. 2017) conducted a study on the impact of minimum wage laws on the well-being of power loom workers in Pakistan. They found that workers who received higher wages had better health outcomes, including a reduced prevalence of respiratory diseases and musculoskeletal disorders. Similarly, Rehman et al. (2019) conducted a study on the impact of access to credit on the economic outcomes of power loom workers in Pakistan. They found that access to credit improved the economic outcomes and well-being of the workers wage (Rehman et al., 2019). Economic incentives are seen as an essential tool for improving the economic conditions of power loom workers in Okara. Several studies have found that workers who are paid higher wages and have access to better working conditions are more likely to have better health outcomes and well-being (Buch et al., 2019).

Several policies and programs have been proposed or implemented to promote economic incentives, including minimum wage laws, financial literacy programs, and access to credit. Buch et al. (2019) conducted a study on the impact of minimum wage laws on the well-being of power loom workers in Okara. They found that workers who received higher wages had better health outcomes, including a reduced prevalence of respiratory diseases and musculoskeletal disorders (Mahmood et al., 2021). Similarly, Mahmood et al. (2021) conducted a study on the impact of financial literacy programs on the economic outcomes of female power loom workers in Okara. They found that the programs improved female workers' financial knowledge and well-being. (Mahmood et al. 2021)

1.3. Job satisfaction and organizational justice

Job satisfaction and organizational fairness in Okara's power loom business are understudied. Job satisfaction and organizational justice research in similar industries or environments can provide some general insights (Spector, 1997)

Employment satisfaction includes salaries, working conditions, employment security, career progression prospects, and the work environment. These factors can greatly affect Okara power loom workers' job happiness (Judge et al., 2001).

1.4. Objectives of the studies

To examine the relationship between education, health and economic incentives and job satisfaction among workers

2. Methods and Materials

Research Methods are the umbrella term that encompasses all of these different approaches. Given the importance that is placed on method selection, it should not come as a surprise that the issue over method selection has repeatedly resurfaced in discussions across a wide variety of academic topics, and not only social science (Blackstone, 2012).

Broadly speaking the study used quantitative research technique to find out the relationship between education, health and economic incentives on the job satisfaction. Survey method was used to study the above topic, as it is the most suited method to carry out such studies where broad range of data is required on the multiple areas of the study as in the case of the current study.

2.1. Population of the study

Participants in this study were individuals who were employed in the power loom sector in Okara. The population of this recent study consisted of all working employees, both male and female.

2.2. Sample size

As there is no sampling frame available, therefore sample of 100 was randomly selected. The number of participants in this study totaled 100 (male and female workers), and this number remained constant until data saturation was achieved (Vasileiou et al., 2018). For the selection of the respondents non-probability sampling technique was applied and researcher visited various power looms and collected the data from the participants who were willing to be the part of the study. The data was gathered through the use of a questionnaire. Before beginning the survey, individuals indicated their permission to participate. Accurate replies were provided by staff members who chose to take part in this survey and answered honestly any and all questions. The raw data that had been acquired were first cleaned, processed, classified, and tabulated before the analysis was carried out. In order to process all of the data, Researcher were making use of the Microsoft Office productivity suite in conjunction with the Statistical Package for Social Science version 24 (SPSS 24). In order to facilitate its incorporation into the application, a numerical code representation of the data was crafted in preparation. In order to conduct an analysis of the data, Researcher made use of both descriptive statistics and inferential statistics. The distribution of frequency values, the percentage of total values, the mean value, and the standard deviation are some examples of descriptive statistics. Other examples include the mean value and the standard deviation. Examples of inferential statistics include the analysis of variance, the analysis of multiple regression, the analysis of Pearson's correlation, and the F-statistics for significance. All of these analyses are used to draw conclusions from the data (Arkkelin, 2014).

3. Analysis and findings

In the first place socio-demographic features were presented.

Table 1: Socio-Demographic Variables (n=100)

Demographic variables	Number of Participants
Participants	
Female	50
Male	50
Age (Years)	
Female	
18-23	25
24-29	25
Male	
21-30	20
31-40	20
41-50	10
Family Structure	
Extended	30
Nuclear	70

3.1. Regression Analysis

Regression analysis was applied to determine the relationship between independent and dependent variables. Before applying the regression analysis, all the assumptions were checked and verified.

Table 2 Model Summary

Model	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	.441 ^a	.192	.174	.45692

a. Predictors: (Constant), Economy justice, Educational incentives, Health incentives

R (Multiple Correlation Coefficient): 0.441

This represents the correlation between the observed and predicted values of the dependent variable (not squared).

It indicates the strength and direction of the linear relationship between the predictors and the dependent variable.

R Square (Coefficient of Determination): 0.192

This represents the proportion of the variance in the dependent variable (job satisfaction) that can be explained by the independent variables (Economy justice, Educational incentives, and Health incentives).

In this case, the predictors account for approximately 19.2% of the variability in job satisfaction.

Adjusted R Square: 0.174

This is a modification of R Square that adjusts for the number of predictors in the model.

It penalizes the inclusion of unnecessary predictors that do not significantly improve the model fit.

Accuracy:

Standard Error of the Estimate: 0.45692

This provides an estimate of the variability of the actual scores around the predicted scores.

It gives an indication of how well the model's predictions match the actual data.

Overall Interpretation:

The R Square value of 0.192 indicates that the model explains about 19.2% of the variance in job satisfaction based on the predictors included.

The Adjusted R Square, which considers the number of predictors, is slightly lower at 0.174.

The R value of 0.441 suggests a moderate positive correlation between the predictors and job satisfaction.

The standard error of the estimate (0.45692) gives an idea of the average amount by which the predicted job satisfaction scores may differ from the actual scores.

In summary, the model provides a modest fit to the data, explaining a proportion of the variability in job satisfaction. Further examination of individual predictors and consideration of additional variables may improve the model's explanatory power.

Table 3 Regression Model coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
Economic incentives	.093	.045	.171	2.071	.040	.004	.182
Educational incentives	.194	.054	.296	3.596	.000	.087	.301
Health related incentives	.216	.064	.280	3.385	.001	.090	.342

a. Dependent Variable: Job satisfaction

The table provides the coefficients and related statistics for a multiple regression model with economic incentives, educational incentives, and health-related incentives as predictors for the dependent variable, job satisfaction.

Economy Incentives: The coefficient (0.093) indicates that a one-unit increase in economy incentives is associated with a 0.093 unit increase in job satisfaction.

Educational Incentives: The coefficient (0.194) implies that a one-unit increase in educational incentives is associated with a 0.194 unit increase in job satisfaction.

Health-related Incentives: The coefficient (0.216) suggests that a one-unit increase in health-related incentives is associated with a 0.216 unit increase in job satisfaction.

The model suggests that organizational justice, economy incentives, educational incentives, and health-related incentives are positively associated with job satisfaction, and these relationships are statistically significant. The standardized coefficients (Beta) provide a measure of the relative strength of each predictor in influencing job satisfaction.

4. Conclusion

In conclusion, the multiple regression analysis reveals significant positive associations between organizational justice, economy incentives, educational incentives, and health-related incentives with job satisfaction. The coefficients indicate the expected change in job satisfaction for a one-unit increase in each predictor. These findings underscore the importance of fostering organizational justice and providing diverse incentives to enhance job satisfaction. The study suggests that attention to factors such as fair treatment, economic rewards, educational opportunities, and health-related benefits can contribute positively to employees' overall job satisfaction. Organizations that prioritize these aspects may create a conducive work environment, fostering employee well-being and potentially improving overall organizational performance.

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