

# PERCEPTION OF LABOUR CONTRACT SOCIETIES ON LABOUR PRODUCTIVITY IN KERALA

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**Abstract:** Labour Contract Societies (LCS) perform a vital part in coordinating and balancing the participation of workforce in different sectors of Kerala. Considering the perception of members of LCS, the present work is a maiden attempt to evaluate the factors influencing productivity. The objective is to study the perception of labour contract societies on Labour Productivity in Kerala. A total of 500 valid responses were obtained and the data were analysed using percentage analysis, descriptive statistics, correlation analysis, and regression techniques. The statistically observed results clearly proved that the majority of explanatory constructs such as job involvement, organisational commitment,, training and skill competence finally, the team cohesiveness are significant predictors of the outcome construct (labour productivity). Overall, a fair tactics that are mingled with skill progression, participative management, supportive but non-intrusive guidance, and a secured organisational climate can explicitly elevate productivity among labour in the labour contract societies also there is a need among LCS to administer human centric practices to constantly achieve elevated productivity.

**Key Words:** Labour Contract, Society, Organisation, Job, Productivity, etc..

## INTRODUCTION

Labour Contract Societies (LCS) perform a vital part in coordinating and balancing the participation of workforce in different sectors of Kerala. In specific, the locations in which the strength of labours are collectively available appear to be resilient for fiscal activities. Thus, recognizing productivity of labours excessively need estimation of labour output that drives towards evaluating the perception of labours on their work environment, organisational practices and behavioural conditions leading towards performance. In this regard, dimension like Job involvement with commitment towards the firm, competence with skill, approach of supervisors and team dynamics have a great influential role on their work. It becomes important to evaluate the influence and the perception of labours towards their societal relevance. Considering the perception of members of LCS, the present work is a maiden attempt to evaluate the factors influencing productivity. Observations help to understand the experiences of individual labour as well as labour productivity in North Kerala collectively influencing organisational activities. Subsequently, the relevance of outcome helps to strengthen labour cooperative system thus, enhancing their work outcomes.

The context makes relevance for selecting the Northern part of Kerala for evaluating the LCS due to the labours socio-economic condition and functional aspects of the society, bridging between collective tradition and expected performance among modest contract labour market. Considering these aspects, this work intently looks to evaluate the cohesive efforts of teams commitment towards organisations influencing their productivity among labour contract societies in Kerala with respect to the vicinity of Northern Zone. By evaluating these factors becomes significant due to higher job involvement that can lead towards enhanced productivity, subsequently augments two aspects like sustainable performance in the society and job secured income.

## LITERATURE REVIEWS

**Gopal and Murali (2015)** evaluates the combination of studies from India on construction and structural development segment, recognized the constraints with consistent productivity based or weak communication skills, less cooperation, divisional form of teams and incompetent supervision. This work claimed that improvement in productivity can be achieved only when the firms come forward to cultivate unified teams, contribution of individuals during decision making

and a perfect redressal mechanism to address conflicts. In conclusion, working atmosphere need to cultivate group efforts and shared problem purging techniques that can enhance consistent performance of organisations.

**Acharya and Subudhi (2023)** examined cohesive team structure in Cricket playing women determining the fascination of individual to that of the group and the overall integration of groups. Considering 120 members to evaluate the results, descriptive statistics, MANOVA and correlation were employed. Result observed strong team was identified only when there is an increased coordination, competence, confidence and performance consistency. Observations proved that social unity and collective commitment strengthens the resilience of a team and its receptiveness, reiterating the need for solidity in work attitude like a labour contract societies for collective work performance and success.

**Sosodia (2024)** analyzed the association between factors like motivation (intrinsic) with engagement of employees and their commitment towards organisations who fall in the Gen-Z category in the Indian corporate settings. Data collected from 265 Gen-Z employees through survey instrument employing Structural equation modeling as statistical tool. Result shows, employees engaged in firms exhibits solid affective commitment and an active or untiring involvement in their teams. Highlights of the outcomes reveals coordinated culture at work followed by candid system of communication along with support from peers shape into positive commitment and efficacy among young workforce.

### **STATEMENT OF THE PROBLEM**

A variation in productivity of labour looms across societies in Kerala, regardless of their core performance. For equipping these societies with systematic employment and regulated economic activities, it becomes an increasing apprehension to understand about the efficacy of existing practices in the organisations. While productivity is frequently tackled through organized or regulated methods, there exists a limited focus to realize how far the perception of labours about themselves and factors like, work related as well as behavioural aspects affecting their performances. Differences with regard to involvement of labours in their job, their commitment towards work, competitive skill nature, support from supervisors and function of the team, illustrates their work productivity or work outcome. Thus, their efforts as a team comes to fore for evaluation of the context among LCS in the North zone of Kerala. The deficiencies of empirical results associated to perception of labours with productivity as an outcome measure demonstrates a major constraint evaluating the capacity of societies that may help to invent targeted interventions in enhancing performances. Therefore, this work intended to bridge the gaps by methodically evaluating the perception of labours with regard to specific factors like organisational, behavioural and labour productivity aspects, by offering a complete and framework specific insights that can well correlate with the labour attributes, work settings and outcome / productivity within the LCS in the North zone of Kerala.

### **OBJECTIVE**

- To study the perception of labour contract societies on Labour Productivity in Kerala

### **METHODOLOGY**

The study employs an empirical, field-oriented research approach to analyse the influence of team cohesiveness and organisational commitment on labour productivity among contract workers affiliated with Labour Contract Societies in the Northern Zone of Kerala. A descriptive research design is adopted for the investigation. Primary data form the basis of the study and were collected directly from individual contract labourers engaged through selected Labour Contract Societies. The societies were chosen using proportional representation, and respondents were selected through systematic sampling from official worker rosters. A total of 500 valid responses were obtained from the administered questionnaires, providing sufficient sample strength for robust statistical analysis. The data were analysed using percentage analysis, descriptive statistics, correlation analysis, and regression techniques.

### **LIMITATIONS**

The self reported responses from labour contract workers may influence to personal bias in the study. Labours who possess minimum of six months continued experience in the LCS only were considered as sample respondents, hence, representation of labours with below specified experience were not considered.

### **ANALYSIS AND RESULTS**

The collected data presented with the analysis and results measuring the perception of labours engaged in LCS in North zone of Kerala. The aim is to evaluate the influencing factors on productivity of labours. Tools employed appropriately to evaluate the social role with social and economic profile of contract labours followed by descriptive statistics measuring mean, SD and internal consistency through Cronbach's alpha and further to establish relationship between

organisational and behavioral aspects influencing labour productivity, while the constructs such as job involvement, organisational commitment, training and competing skills, support of supervisors and team coordination were used to assess productivity. The empirical outcome supports to summarize the results, further helps to offer suggestions and conclusions of the study.

### Socio-Economic Profile

Social and economic status of the labours of the labour contract societies in the study area computed using frequency analysis. In this regard, the variables such as gender, age, marital status, education, type of work and experience are considered for analysis

**Table 1: Socio Economic Status of Labours**

| Sl.                      | Socio-economic                       | Frequency | Percent |
|--------------------------|--------------------------------------|-----------|---------|
| <b>1. Gender</b>         |                                      |           |         |
|                          | Male                                 | 251       | 50.2    |
|                          | Female                               | 249       | 49.8    |
| <b>2. Age</b>            |                                      |           |         |
|                          | Upto 30 years                        | 113       | 22.6    |
|                          | 31-50 years                          | 226       | 45.2    |
|                          | More than 50 years                   | 161       | 32.2    |
| <b>3. Marital Status</b> |                                      |           |         |
|                          | Unmarried                            | 150       | 30.0    |
|                          | Married                              | 350       | 70.0    |
| <b>4. Education</b>      |                                      |           |         |
|                          | Formal Education (Primary/Secondary) | 192       | 38.4    |
|                          | Higher Secondary                     | 170       | 34.0    |
|                          | Others (Diploma and Above)           | 138       | 27.6    |
| <b>5. Type of Work</b>   |                                      |           |         |
|                          | Unskilled                            | 247       | 49.4    |
|                          | Semi-skilled                         | 176       | 35.2    |
|                          | Skilled                              | 77        | 15.4    |
| <b>6. Experience</b>     |                                      |           |         |
|                          | Less than 3 years                    | 132       | 26.4    |
|                          | 3 to 5 years                         | 200       | 40.0    |
|                          | More than 5 years                    | 168       | 33.6    |

Out of the 500 respondents it is observed that

- Almost equal proportion of labour are from both genders (Male=50.2% and Female=49.8%).
- Nearly half (45.2%) of the participants from Labour society belong the age between 31 to 50 years, while, 32.2% belong the age more than 50 years, 22.6% of them belong to the age up to 30 years.
- Majority (70%) of the Labour society members are married while, 30% are unmarried.
- More than one third (38.4%) of the Labour society members possess formal education like primary or secondary levels, while, 34% of them studied up to higher secondary levels and the remaining 27.6% labour society members qualified with diploma and above educational levels.
- Nearly half (49.4%) of the Labour society members engaged in unskilled job nature while, 35.2% are engaged in semi-skilled work nature and the remaining 15.4% labour society members work as skilled labours.
- Most (40%) of the Labour society members have 3 to 5 years experience while, 33.6% are having more than 5 years experience and the remaining 26.4% labour society members possess less than 3 years experience.

**Table 2: Team Cohesiveness**

| Items                                                            | Mean | SD    | Cronbach's Alpha |
|------------------------------------------------------------------|------|-------|------------------|
| Group members are more united and connected                      | 3.43 | 1.491 | 0.896            |
| Volunteering to complete tasks assigned by supporting each other | 3.38 | 1.503 |                  |
| Strong unity as a team.                                          | 3.52 | 1.418 |                  |
| Trust among members of the team                                  | 3.52 | 1.423 |                  |
| Coordinated work ethics to overcome job related challenges       | 3.42 | 1.458 |                  |

Results show the range of mean (SD) for Team Cohesiveness items were between 3.38 and 3.52 was observed to have recorded perception between medium and high levels among labours engaged in LCS. Labours perceived high (M=3.52, SD: 1.418) towards strong unity as a team followed by trust among members of the team (M=3.52, SD: 1.423), while labours of LCS agreed that their group members are more united and connected (M=3.43, SD: 1.491), volunteering to complete tasks assigned by supporting each other (M=3.38, SD: 1.503) and finally coordinated work ethics to defeat job related challenges (M=3.42, SD: 1.503). Standard deviations of Team Cohesiveness items found narrowly extended around the mean. The result reveals limited variation among labours lead to a common point of perception leading towards strong team cohesiveness. Internal consistency of team cohesiveness items were found strong and reliable with the  $\alpha=0.896$ . In summary, the results highlights coordinates efforts of labours and their supporting nature elevates the group dynamics helping work coordination and supportive environment to work thus, enhancing the productivity of LCS members.

**Table 3: Organisational Commitment**

| Items                                                                               | Mean | SD    | Cronbach's Alpha |
|-------------------------------------------------------------------------------------|------|-------|------------------|
| Emotional attachment with the firm                                                  | 3.76 | 1.098 | 0.896            |
| Feel proud to be associated with the firm                                           | 3.49 | 1.176 |                  |
| Labours feel that their belongingness was strongly associated with the organisation | 3.66 | 1.127 |                  |
| Respondents are willing to put additional energy to achieve organisational success  | 3.43 | 1.247 |                  |
| Personally feel important to stay with the firm                                     | 3.75 | 1.078 |                  |

Results show the range of mean (SD) for organisational commitment items were between 3.43 and 3.76 have recorded the perception of labours ranging from medium and high levels in the LCS. High perception labours (M=3.76, SD: 1.098) was towards emotional attachment with the firm followed by labours personally feel important to stay with the firm (M=3.75, SD: 1.078), while labours feel their belongingness was strongly associated with the organisation (M=3.66, SD: 1.127), feel proud to be associated with the firm (M=3.49, SD: 1.176) and finally respondents are willing to put additional energy to achieve organisational success (M=3.43, SD: 1.247). Standard deviations of organisational commitment items found narrowly extended around the mean. While, the internal consistency of organisational commitment items were found strong and reliable with the  $\alpha=0.896$ . The emotional affiliation perceived by labours of the society indicates a positive sense of attachment and loyalty towards the firm supports towards job involvement and higher labour productivity.

**Table 4: Supervisory Support**

| Items                                                                         | Mean | SD    | Cronbach's Alpha |
|-------------------------------------------------------------------------------|------|-------|------------------|
| Supportive nature of supervisors during work difficulties                     | 3.60 | 1.122 | 0.855            |
| Appreciation and encouragement from supervisors during good performances      | 3.49 | 1.075 |                  |
| Ease of approaching supervisors for guidance                                  | 3.52 | 1.106 |                  |
| Fair treatment and respect by supervisors for all labours                     | 3.55 | 1.040 |                  |
| Supervisory staff mentions the short comings that helps to improve their work | 3.76 | 1.037 |                  |

Results show the range of mean (SD) for Supervisory support items were between 3.49 and 3.76 have recorded the perception of labours ranging from medium and high levels in the LCS. High perception of labours (M=3.76, SD: 1.037) was towards supervisory staff mentions the short comings that helps to improve their work, followed by labours perception on supportive nature of supervisors during work difficulties (M=3.60, SD: 1.122), while fair treatment and respect by supervisors for all labours (M=3.55, SD: 1.040), ease of approaching supervisors for guidance (M=3.52, SD: 1.106) and finally appreciation and encouragement from supervisors during good performances (M=3.49, SD: 1.075). Standard deviations of Supervisory support items found narrowly extended around the mean. While, the internal consistency of Supervisory support items were found strong and reliable with the  $\alpha=0.855$ . In summary, supporting nature of supervisors significantly lead to optimistic contributions that enhances potential work settings, involvement and continuous commitment at work, promoting team cohesion of labours incidentally assisting towards enhanced productivity of LCS.

**Table 5: Training and Skill Competence**

| Items                                                                | Mean | SD    | Cronbach's Alpha |
|----------------------------------------------------------------------|------|-------|------------------|
| Sufficient training was received before effectively performing a job | 4.25 | .913  | 0.839            |
| Offered training supported to perform the job overtime               | 3.77 | 1.003 |                  |
| Enhanced confidence on required skills to perform the job            | 3.79 | 1.016 |                  |
| Opportunities provided by the firms to upgrade skills                | 4.38 | .872  |                  |

Results show the range of mean (SD) for Training and Skill Competence items were between 3.77 and 4.38 have recorded the perception of labours ranging from medium and high levels in the LCS. High perception of labours (M=4.38, SD: 0.872) was towards opportunities provided by the firms to upgrade skills, followed by labours perception on sufficient training was received before effectively performing a job (M=4.25, SD: 0.913), while the next item indicates the enhanced confidence on required skills to perform the job (M=3.79, SD: 1.016) and finally, training offered by the firm well supported to perform the job overtime (M=3.77, SD: 1.003). Standard deviations of Training and Skill Competence items found narrowly extended around the mean. While, the internal consistency of Training and Skill Competence items were found strong and reliable with the  $\alpha=0.839$ . In summary, consistent and job related skill training helped to develop the individual instill optimistic and confident approach towards their jobs thus contributing positively to enhance their productivity.

**Table 6: Job Involvement**

| Items                                                                | Mean | SD    | Cronbach's Alpha |
|----------------------------------------------------------------------|------|-------|------------------|
| I feel that the work I do is personally important to me.             | 3.68 | 1.136 | 0.850            |
| Strongly identify themselves with their work they perform            | 3.84 | 1.060 |                  |
| Work performed play a central part of life                           | 3.86 | 1.030 |                  |
| Proud about the type of job I am involved in                         | 3.77 | 1.087 |                  |
| I am deeply involved in my job and take it seriously.                | 3.58 | 1.243 |                  |
| Job is a main factor deciding their self as a person                 | 3.74 | 1.141 |                  |
| Strong personal responsibility on any assigned tasks                 | 3.66 | 1.129 |                  |
| Job success and job performance is associated with self respect      | 3.74 | 1.048 |                  |
| Often think about the job post work hours                            | 3.80 | 1.072 |                  |
| Feel proud and enthusiastic on successful completion of assigned job | 3.48 | 1.185 |                  |
| Willingness to go beyond assignments to ensure good work result      | 4.44 | .799  |                  |
| Job becomes a meaningful aspect of their daily routine               | 4.40 | .767  |                  |

Results show the range of mean (SD) for Job Involvement items were between 4.44 and 3.48 have recorded the perception of labours ranging from medium and high levels in the LCS. High perception of labours (M=4.44, SD: 0.799) was towards their willingness to go beyond assignments to ensure good work result, followed by the job becomes a meaningful aspect of their daily routine (M=4.40, SD: 0.767), labours feel that the work they do play a central part of their life (M=3.86, SD: 1.030), while, strongly identify themselves with their work they perform (M=3.84, SD: 1.060), often think about the job post work hours (M=3.80, SD: 1.077), proud about their type of job they involved in (M=3.77, SD: 1.087), labours feel that job success and job performance is associated with their self respect (M=3.74, SD: 1.048), labours felt that their job is a main factor deciding their self as a person (M=3.74, SD: 1.087), labours felt that work that they do are important for them (M=3.68, SD: 1.136), labours reveal that strong personal responsibility on any assigned tasks (M=3.66, SD: 1.129), labours stated that work that they are deeply involved in their job and take any it serious (M=3.58, SD: 1.243), and finally, labours indicated that they feel proud and enthusiastic on successful completion of assigned job (M=3.48, SD: 1.185). Standard deviations of Job Involvement items found narrowly extended around the mean. While, the internal consistency of Job Involvement items were found strong and reliable with the  $\alpha=0.850$ . In summary, labours of LCS revealed elevated involvement in their jobs well supported by behavioural aspects, nurturing sustained energy in their work, emphasizing teamwork thus, propping up towards elevated labour productivity among LCS members.

**Table 7: Labour Productivity**

| Items                                                                    | Mean | SD    | Cronbach's Alpha |
|--------------------------------------------------------------------------|------|-------|------------------|
| Capacity has improved to complete the assigned on time                   | 3.87 | .950  | 0.822            |
| Expectations are perfectly met towards the job assigned                  | 3.96 | .951  |                  |
| Work quality has substantially enhanced overtime                         | 3.95 | .932  |                  |
| Effective use of tools, time and material has consistently improved      | 3.79 | 1.025 |                  |
| Supervision or support was rarely needed to productively perform the job | 3.98 | .984  |                  |

Results show the range of mean (SD) for Labour Productivity items were between 3.79 and 3.98 have recorded the perception of labours ranging from medium and high levels in the LCS. High perception of labours (M=3.98, SD: 0.984) was towards supervision or support was rarely needed to productively perform the assigned job, followed by the expectations are perfectly met towards the job assigned (M=3.96, SD: 0.951), while work quality has substantially enhanced overtime (M=3.95, SD: 0.932), labours perceived that their capacity has improved to complete the assigned job on time (M=3.95, SD: 0.932) and finally, they stated that effective use of tools, time and material has consistently improved (M=3.79, SD: 1.025). Standard deviations of labour productivity items found narrowly extended around the mean. While, the internal consistency of labour productivity items were found strong and reliable with the  $\alpha=0.822$ . In summary, labours of LCS display strong productivity aspects that lead to sustained involvement and team coordination thus, strengthening the organisational commitment among LCS members.

### Correlation and Regression Analysis

**H1:** There is a significant relationship between factors influencing labour productivity.

### Correlation

**Table 8: Descriptive Statistics and Correlation**

| Constructs                | Mean | SD    | 'r'   | Sig. | Result      |
|---------------------------|------|-------|-------|------|-------------|
| Labour productivity       | 3.91 | .740  | 1.000 |      |             |
| Team cohesiveness         | 3.45 | 1.226 | .438  | .000 | Significant |
| Supervisory support       | 3.62 | .962  | .427  | .000 | Significant |
| Organisational Commitment | 3.58 | .856  | .665  | .000 | Significant |
| Training Skill Competence | 4.05 | .783  | .591  | .000 | Significant |
| Job Involvement           | 3.85 | .633  | .710  | .000 | Significant |

Perception of labours towards productivity considering the influencing five influencing factors displays the descriptive statistical results that shows high mean score for labour productivity (Mean = 3.91, SD = 0.740) followed by Team cohesiveness (Mean = 3.45, SD = 1.226), Supervisory support (Mean = 3.62, SD = 0.962), organisational commitment (Mean = 3.58, SD = 0.856), Training skill competence (Mean = 4.05, SD = 0.783) and Job Involvement (Mean = 3.85, SD = 0.633). The coefficient correlation between influencing factors and labour productivity shows strong to moderate positive correlations between Job Involvement and Labour Productivity ( $r=0.710$ ,  $p=0.000$ ); organisational commitment and Labour Productivity ( $r=0.665$ ,  $p=0.000$ ); Training Skill and Competence and Labour Productivity ( $r=0.665$ ,  $p=0.000$ ); Team Cohesiveness and Labour Productivity ( $r=0.438$ ,  $p=0.000$ ) and finally, Supervisory Support and Labour Productivity ( $r=0.438$ ,  $p=0.000$ )

### Regression Analysis

Results observed from Table 10 shows the model explicating the Perception of labours towards labour productivity achieved strong significance levels. Coefficient of correlation shows ( $R=0.783$ ) elucidates a strong form of relationship in the model between explanatory constructs and outcome (labour productivity) variable. The power determination of predictors explains 61.4% ( $R^2=0.614$ ) variation in predicting labour productivity and the adjusted  $R^2$  recorded 0.610 further confirming the strength and consistency of explanatory constructs in the model. Standard error recorded low ( $SE=0.462$ ) indicating the accuracy of predicting the outcome (productivity) construct.

**Table 09: Model Summary and ANOVA measuring Labour Productivity**

| MODEL        | R              | R <sup>2</sup> | Adj. R <sup>2</sup>        | SE    |
|--------------|----------------|----------------|----------------------------|-------|
|              | 0.783          | 0.614          | 0.610                      | 0.462 |
| ANOVA        | SS             | MS             | F (df=5,494)               | Sig.  |
| Regression   | 168.064        | 33.613         | 156.924                    | .000  |
| Residual     | 105.814        | .214           |                            |       |
| <b>Total</b> | <b>273.878</b> |                | <b>Result: Significant</b> |       |

Result of ANOVA from the Table 10 also shows the fitness of robustness of the model while explicating the Perception of labours towards labour productivity shows the sum of squares (168.064) considerably record above the residual values (105.814). Further confirmation of the model fitness achieved through ANOVA shows  $F(5,494)=156.924$

achieving significance at 1% level ( $P=.0.000$ ) ensuring better model fitness. In summary, results are found valid and reflects adequacy considering independent variables (predictors) collectively exercise a significant and dependable impact while predicting the labour productivity. The distribution achieved normal confirmed through the robust result of multi collinearity diagnostics recorded above 0.35 level while the values of all variance inflation factors (VIF) recorded below 3.0 level found to well below the indicated threshold (5.0) thereby, ensuring no multi-collinearity issues and the term constant was also found statistically significant ( $t = 2.824$ ;  $p = 0.005$ ) thus, supporting to further proceed with the results.

**Table 10: Coefficients and Collinearity Statistics measuring Labour Productivity**

| Model                     | Unstd. Coeff. |            | Std. Coeff | t     | Sig. | Collinearity Statistics |       |
|---------------------------|---------------|------------|------------|-------|------|-------------------------|-------|
|                           | B             | Std. Error | Beta       |       |      | Tolerance               | VIF   |
| (Constant)                | .390          | .138       |            | 2.824 | .005 |                         |       |
| Team cohesiveness         | .015          | .020       | .025       | .741  | .459 | .692                    | 1.445 |
| Supervisory support       | .103          | .033       | .134       | 3.166 | .002 | .438                    | 2.281 |
| Organisational Commitment | .277          | .037       | .321       | 7.436 | .000 | .420                    | 2.382 |
| Training Skill Competence | .181          | .035       | .191       | 5.122 | .000 | .561                    | 1.781 |
| Job Involvement           | .549          | .055       | .469       | 9.960 | .000 | .352                    | 2.839 |

The estimates of coefficient values shown in the Table 11 bestows a detailed statistical facts on the specific impact of every predictor construct on labour productivity. Job involvement appear to by influential factor predicting labour productivity recorded ( $B=0.549$ ,  $SE=0.055$ ,  $\beta=0.469$ ,  $t=9.960$ ,  $p.0.000$ ) was statistically significant at 1% level. Followed by, organisational commitment recorded positive impact on labour productivity ( $B=0.277$ ,  $SE=0.037$ ,  $\beta=0.321$ ,  $t=7.436$ ,  $p.0.000$ ), indicating the emotive connections and loyalty off the labours toward organisation significantly influencing performance. Training and skill competence register a positive impact ( $B=0.181$ ,  $SE=0.035$ ,  $\beta=0.191$ ,  $t=5.122$ ,  $p.0.000$ ) achieving statistical significance at 1% level ensuring the part of adequate sill sets and continued skill update improves productivity among labour societies. Supervisory support found to have recorded ( $B=0.103$ ,  $SE=0.032$ ,  $\beta=0.134$ ,  $t=3.166$ ,  $p.0.002$ ) whereas, team cohesiveness did not predict any influence on labour productivity ( $B=0.015$ ,  $SE=0.020$ ,  $\beta=0.025$ ,  $t=0.741$ ,  $p.0.459$ ) indicating that its contribution may be indirect rather than immediate. To sum-up, the statistically observed results clearly proved that the majority of explanatory constructs such as job involvement, organisational commitment,, training and skill competence finally, the team cohesiveness are significant predictors of the outcome construct (labour productivity).

## SUMMARY

### Socio Economic Status

It is observed that almost equal proportion of labour are from both genders. Nearly half of the participants from Labour society belong the age between 31 to 50 years. Majority of the members are married. More than one third of the labours possess formal education like primary or secondary levels. Nearly half of the Labour society members engaged in unskilled job nature. Most of the Labour society members have 3 to 5 years experience.

### Descriptive Statistics

Results highlights coordinated efforts of labours and their supporting nature elevates the group dynamics helping work coordination and supportive environment to work thus, enhancing the productivity of LCS members. Internal consistency of team cohesiveness items were found strong and reliable with the  $\alpha=0.896$ . The emotional affiliation perceived by labours of the society indicates a positive sense of attachment and loyalty towards the firm supports towards job involvement and higher labour productivity. Internal consistency of organisational commitment items were found strong and reliable with the  $\alpha=0.896$ . The supporting nature of supervisors significantly lead to optimistic contributions that enhances potential work settings, involvement and continuous commitment at work, promoting team cohesion of labours incidentally assisting towards enhanced productivity of LCS. Internal consistency of Supervisory support items were found strong and reliable with the  $\alpha=0.855$ .

Consistent and job related skill training helped to develop the individual instill optimistic and confident approach towards their jobs thus contributing positively to enhance their productivity Internal consistency of Training and Skill Competence items were found strong and reliable with the  $\alpha=0.839$ . Labours of LCS revealed elevated involvement in their jobs well supported by behavioural aspects, nurturing sustained energy in their work, emphasizing teamwork thus, propping up towards elevated labour productivity among LCS members. Internal consistency of Job Involvement items were found strong and reliable with the  $\alpha=0.850$ . Labours of LCS display strong productivity aspects that lead to sustained involvement and team coordination thus, strengthening the organisational commitment among LCS members. Internal consistency of Labour Productivity items were found strong and reliable with the  $\alpha=0.822$ .

### **Correlation and Regression**

The coefficient correlation between influencing factors and labour productivity shows strong to moderate positive correlations between Job Involvement and Labour Productivity. Coefficient of correlation shows ( $R=0.783$ ) elucidates a strong relationship and the power determination of predictors explains 61.4% ( $R^2=0.614$ ) variation in predicting labour productivity. The distribution achieved normal confirmed through the robust result of multi collinearity diagnostics. To sum-up, the statistically observed results clearly proved that the majority of explanatory constructs such as job involvement, organisational commitment,, training and skill competence finally, the team cohesiveness are significant predictors of the outcome construct (labour productivity).

### **SUGGESTIONS**

Focus needed to strengthen labour contract societies concentrating the design of work practices that can imbibe responsibility, autonomy and substantial participation ultimately leading towards improved job involvement. Task shall be assigned for labours involving them in small decision making aspects can also help them to utilize their entire skills.

Timely recognition of individual contribution can improve the emotive engagement at work that can emerge as a strong contributor towards 217rganizational commitment and productivity. Maintaining transparency also ensuring security in job also nurturing the feel of belongingness among labour society can strengthen their attachment towards the firm and improve their loyalty towards the 217rganization.

Overall, a fair tactics that are mingled with skill progression, participative management, helpful but non-intrusive guidance, and a secured 217rganizational climate can explicitly elevate productivity among labour in the labour contract societies.

### **CONCLUSION**

In conclusion, the study reveals that labour contract society members perceived significantly positive towards labour productivity in the northern zone of Kerala. Results observed significant influence of organisational and behavioural facets that comprises of major explanatory constructs like job involvement, commitment, training and skill enhancement, team cohesiveness and supervisory supports predicting the labour productivity. While team cohesion and supervisory support play a vital part towards overall work settings, their effects on labour productivity are moderate or may be indirect. The result emphasizes nurturing the labors with emotive engagement and constant skill training updates can bring out more consistency in their performance. Overall, it is observed that there is a need among LCS to administer human centric practices to constantly achieve elevated productivity.

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