

Analysis of Issues Relating to Work Life Balance in Trucking Operation: A Human Resource Perspective

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Abstract— Today our world has become fast moving world. In the race of life we are losing a lot and gaining less with reference to overall growth from human perspective. Given this the work life balance has destructed like anything. However, in case of people with comparatively low level of income it has become worsen. Comparatively, the work life balance of people in organized sector is better than people in unorganized sector given no legislative and regulatory support in many ways. Having a look at various sectors and subsectors in our economy and specially unorganized sector in general and trucking sector in particular, the work life balance of its stake holders especially drivers, cleaners etc., is highly imbalance given the nature of the trucking industry and the way it functions in current context. As we are aware of the fact that the disturbance in work life balance affects the productivity of the stakeholders very negatively, the contribution of particular sector in economy with reference to output is less than the actual potential of particular sector. Moreover, trucking sector is one of the sector where the work life balance of its stakeholders, especially drivers and cleaners is highly imbalance due to the way trucking industry operates or functions currently despite the fact that it accounts for almost 65 percent of all the freight moved in the country along with having highest share in GDP from transportation sector. It is also said that a small inefficiency can translate into extensive national under-delivery and a small improvement can achieve the reverse, especially in case of trucking industry. Thus in this paper an attempt has been made to understand the nature of trucking industry in India with reference to nature of operations and try to analyze the situation relating to work life balance of drivers and cleaners. Also, an attempt is being made to analyze issue disturbing the work life work life balance and find out possible solutions in general and via regulation and legislative measures in particular.

Keywords— Trucking Industry, Work Life Balance, GDP.

I. INTRODUCTION

Among all the sectors of our economy, the transport sector in general and road goods transport industry i.e. trucking industry in particular plays an important role with reference to its share in GDP of our country along with its share in freight movement by road. This can be simply indicated by the fact that its share in GDP alone is more than 4.5% and with reference to freight movement it is more than 70% as compared to railways whose share is limited to 30% or so. Moreover, an effective transport system can contribute to a great deal to the successful implementation of country's socio-economic policies and also to the lowering of domestic production cost through timely delivery and enhancement of economies of scale in the production process. Thus in this context, as trucking industry is considered as the backbone of our economy, it plays a very important role for overall development of our economy, since it is a kind of supportive system to all the other sectors and subsectors of our

economy. Hence, increase in competition in the sector along with removal of all barriers shall lead to desirable results.

Further, over period of time the trucking industry has grown with reference to number of trucks which increased merely from 82,000 in 1948 to more than 90 lakh now and also grown with reference to freight handled via surface transport. The road transport sector is one of the key indicators of national development because of its dominant proportion on logistic efficiency.

Again, road freight transport is a vital albeit a neglected sector of our transport sector. It has vast opportunities for employment both direct and indirect, involving haulage, manufacturing of vehicles and their maintenance. It is estimated that over 20 million people are employed in various segments of trucking operations (TCI-IIMC Report 2013-14). Further, the burgeoning demand and the massive expansion of road goods transport has been triggered by the

country's overall economic and social development. There is no doubt that unfolding of globalization and the speeding up of the process of economic development will put further pressure on this sector in terms of mobility and distribution (AITD 1999).

However, despite the fact that the number of trucks has increased on Indian roads along with the increase in share of truck industry in the context of freight movement in India, the trucking industry, at present, is facing numerous problems given limitations of various regulatory and legislative measures. This is also because the freight operations in India are dominated by small operators performing mainly the haulage functions and dependent on other, such as broker, for business. According to CIRT (1994) and as continued to be, 77% of transport operators own a small fleet of five trucks or less; of this majority are single truck operators and hardly 6% of the trucks are owned by companies with a fleet of more than 20 trucks. This particular ownership profile leads to diseconomies of scale with reference to trucking operations.

II.

Further, diseconomies of scale in trucking industry results into exploitation of its stakeholders especially drivers and cleaners. It has been observed that due to viability problems especially of small operators which comprises of major part of trucking industry, the drivers and cleaners are not provided with proper support and facilities and hence result into exploitation of those stakeholders in many forms such as low salary, long working hours, low T.A/D.A, no health facilities, low level of education, most of the time away from base area and family, high risk to life with less compensation and many more. This further leads to disturbance in work life balance of drivers, cleaners. Therefore, current paper attempt to look at some of these issues and try to come with relevant and reasonable solutions given the nature of trucking operations in India.

II. OBJECTIVES

- To understand the nature of trucking industry along with ownership pattern in India.
- To analyse impact of G.D.P. growth on trucking growth.
- To identify the possible component resulting into disturbance of work life balance in trucking operations.
- To suggest possible policy measures for recommendation.

III. METHODOLOGY

Given the need and objectives of our study the methodology adopted for the study includes review of literature to gather insights, secondary data use, collections of primary information through survey/observations. As the main objective of this study is to look at the nature of trucking operations and to identify the issues relating to the work life balance in trucking operations (i.e. disturbance of work life

balance of its stakeholders such as drivers, cleaners, etc.) as it affects the productivity of the sector, we attempted a critical understanding of trucking operations in India and issues/problems faced by drivers and cleaners having considered the importance of drivers and cleaners for trucking operations as a back bone to this industry, and the role played by trucking industry in overall economic development of our nation.

Thus, given the importance of drivers and cleaners for the growth of trucking industry in economy like ours where solving the issues relating disturbance of work life balance could be of great help in enhancing the productivity of trucking operations and strengthening its role for overall economic development. On the other hand the significance of our study can be considered from a future policy framework perspective. This has been sought to be examined with the help of secondary data which has proved some basis for the study.

Hence, a 15 years data from 2001 to 2015 is gathered for the purpose. Thus, on procured secondary data for current study, data analysis techniques will be employed to find out relative effect of independent variable on the dependent variable with given stochastic term. Hence, to evaluate the impact of independent variable on dependent variable, the input GDP is used and Truck Population as output is considered for the current study. The methodology thus adopted involved fitting log-log regression to the time series data.

IV. ISSUES OF WORK LIFE BALANCE IN TRUCKING OPERATION AND OUR ANALYSIS

In the backdrop of higher spending on infrastructure and demand in the replacement market along with recently implemented ease of GST-led disruption as well as transition to new emission standards, the trucking industry has grown exponentially in past some time. On an average around 5, 00,000 or more trucks of various categories are being added in its existing population. So far, it has been observed that due to growth in GDP and advancement in technology, the development has taken place with reference to road network, trucking axle load, number of truck manufacturer, trucking technology and so but nothing has changed with regard to work life balance of its stakeholders such as drivers and cleaners. Although, given the growth potential of road transport sector in India it is presumed that along with the increase in number of vehicles i.e. trucks, the numbers of drivers and cleaners has also increased but no drastic change in their working condition has been taken place. The growth in truck population can be seen in Annexure 1.

Therefore, on the basis of available data to evaluate the relationship of trucking growth with growth in GDP, we selected two major variables i.e. trucking population (as a

dependent variable) and growth in GDP (as independent variable).

The Model is:

$$Y_i = \beta_1 + \beta_2 X_i + U_i$$

Whereas;

Y_i = Trucking Growth/Population

β_1 ----- β_2 = parameters to be estimated

X_i = Growth in GDP

Thus on the basis of applying the data in given model for estimation, the result and interpretation of result is as follows:-

Result: Truck Growth (in India)

	GDP Growth
Elasticity	0.74
R2	0.97
T-Stat	15.50

Hence, to analyse the impact of growth in GDP, hypothesis is constructed i.e. there is significant difference between truck population growth and growth in GDP. Further, the result shows that the value of R^2 (preparation of variances in dependent variable that can be explained by the independent variable) is 0.97% which indicates that truck population explains 97% of the variability of the GDP growth. In other words there is strong impact of GDP growth (or say growth in GDP leads to positive and substantial growth in trucking demand) on trucking growth. Thus, the result is statistically significant at 5% level of significance. Therefore, the hypothesis (there is significant difference between Truck Population growth and growth in GDP) is rejected.

Further, truck drivers and cleaners are the most substantial part of the transport industry and certainly a back bone for the country's economy. There are about 9 million or more truck drivers and even in same numbers the cleaners in the country who keep the business moving. They are undoubtedly the solid pillars of the trucking industry who work 365 days to keep Indian commerce running. But no-one ever notice their difficulties and struggle which they face during their life on wheels. Moreover, truck drivers and cleaners are often looked down upon, with little understanding of their lives and their jobs. Driving trucks can be quite dangerous and risky but these people take it up as a daily activity.

They spend a major portion of their life on the road with these trucks. In India as compare to some other countries, they are poorly paid and often criticized for rash driving and breaking the rules. It has been observed during our study that they are almost living very painful life with no required support. Some of the stakeholders revealed that no one likes them, everyone harasses them and their typical day involves

juggling with men managing toll booths, paying policemen for various reasons. Truck drivers ply around 350-450 km per day on bad conditioned roads, the unfortunate drivers and cleaners travel around more than 25 days in a month i.e. away from their home and family accommodated in a rough, overheated driving compartment. Sometimes, they face a situation where they cannot leave a truck unattended even for a minute, because if some loss takes place, then it will be recovered from their salary by their bosses. They feel that given all these problems they are getting treated like animals and this has hugely disturbed their work life balance. Given this, youth certainly is not interested in taking up trucking industry as their career due to all occupational hazards that come along with the occupation.

It should include important findings discussed briefly. Wherever necessary, elaborate on the tables and figures without repeating their contents. Interpret the findings in view of the results obtained in this and in past studies on this topic. State the conclusions in a few sentences at the end of the paper. However, valid colored photographs can also be published.

V. CONCLUSION

The study conclude that the trucking industry has grown very extensively in past some time specially in the context of number of trucks and freight handled in absolute terms, this is because of the viability of trucking growth by growth in GDP. With the growth in trucking sector, its dynamic has also changed in terms of RLW and GLW, manufacturing, technological advancement (to some extent) along with infrastructural development i.e. Road network and quality of roads, but given various problems relating to work life balance discussed above, the sector is not able to enhance its productivity to the full extent. Further, the study conclude that with the increase in no of trucks due to good performance of economy, the vehicles of various categories, the need for number of drivers and other supporting staffs will also increase. However, given the disturbance in work life balance of drivers and cleaners especially in trucking industry, the industry is not able to attract more youth for this. Even existing people are trying to leave and looking forward to go to become either taxi driver or tourist bus driver or so given the work comfort as compared to trucking industry. Thus, shortage of cleaners and drivers in trucking industry due to unhealthy work environment, no facilities and support by authority as well as their employees especially in terms of labour laws and salary components, will directly affect trade and other activities with reference to movement of goods i.e. timely movement of goods, it would be difficult for economy to keep a balance between demand and supply of many things at various levels. This will further add to the problems at macro level to our economy.

Therefore, in this regard, as suggested by some of the earlier studies too and our current study is also of the same opinion that legislative and regulatory measures to be taken into consideration in much better way than what is being taken so far

to make drivers and cleaners life hassle free when they are on wheels. Further the employer should also take some initiatives from socio-economic perspective to improve their social life. Moreover, govt along with private companies should set up some good and effective training institutes to enhance the skill and knowledge of drivers and cleaners to make them more productive and can also reduce the possibility of damages, accidents and ultimately reduce the cost to the nations in many ways. This must be further facilitated by offering higher payments for their services. This is because once the income levels of drivers and cleaners will improve, many of the other issues having multidimensional nature will start getting resolved in short run as well as in long run. Hence, in this regard a detailed study called for.

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ANNEXURES 1

Table 1
Growth in Truck Population and GDP

Year	Truck Population in thousands	GDP (USD billion)
2001	2948	478.96
2002	2974	508.07
2003	3492	599.59
2004	3749	699.68
2005	4031	808.9
2006	4436	920.13
2007	5119	1201
2008	5601	1186.95
2009	6041	1326.94
2010	6432	1656.62
2011	7064	1823.05
2012	7658	1827.64
2013	8307	1856.72
2014	8698	2039.1
2015	9344	2102.4

Source1. *Government of India, data.gov.in [Open Government Data (OGD) Platform India]*.

2. <https://tradingeconomics.com/india/gdp>

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Miss.Akanksha Singh pursued Bachelor of Arts from Sophia Girls College, Ajmer in 2014 and Master of Arts from University of Rajasthan in year 2016. She is currently pursuing Ph.D. in Economics from Manipal University, Jaipur since 2017. Her main research work focuses on Transport Economics, Data Analysis, Mathematical Economics and Econometrics.

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