

IDENTIFICATION OF NON-COMPLIANCE FOR RECORDING WORKING HOURS IN TOWEL INDUSTRY OF PAKISTAN

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ABSTRACT

Purpose- The aim of this research study was to analyze the impact of identification of non-compliance for recording working hours in towel industry of Pakistan.

Methodology/sample- The research hypothesis is that working off the clock will lead to overtime premium not paid and double book record keeping. As far as ethical and social compliance (SC) is concerned both overtime premiums not paid and double book records are critical issues during SC audit. A sample of 40 suppliers (factories SC audit reports) of Pakistan was randomly selected working with foreign buyers.. To get the results and analyze the data, ANOVA, Regression and Correlation tests have been applied.

Findings- On the bases of reports, the discoveries of the postulation are that the option speculation (H1) is acknowledged which demonstrates that there is a noteworthy relationship and there was a strong positive correlation between working off the clock and the improper time record keeping and working off the clock and the Contractual piece rate. While the remain have moderate positive correlation between working off the clock and the Manually Recorded working hours, working off the clock and the Manual time record and working off the clock and the Excessive /egregious working hour in the towel industry of Pakistan.

Keywords: Social compliance audits, Working Off the clock, Contractual piece rate workers.

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