Airo International Journal
Peer-Reviewed
Multidisciplinary

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

SYSTEMATIC REVIEW ON INDUSTRIAL SICKNESS AND A REVIVAL STRATEGY

Joymalya Bhattacharya
Research Scholar
Sardar Patel University, Balaghat, M.P.
Dr. Abhijaat Sahu
Supervisor
Sardar Patel University, Balaghat, M.P.

ABSTRACT:

Industrialization is a key indicator of India's economic growth rate. Many different types of businesses work to increase the national gross domestic product and employ a large number of people. In decentralized industrial development, wealth distribution is enhanced, and investments are made with entrepreneurial genius as small, medium, and large-scale industries increase. But the biggest issue that crops up in such a scenario is company sickness. Consequently, it poses a threat to the progress of the country. Finding out what causes sickness in the workplace is the main goal of this study. Companies operating within the research region can discover solutions to their health issues here. In this research, systematic review on industrial sickness and a revival strategy has been discussed.

Keywords: Industrial, Sickness, Revival, Strategy.

INTRODUCTION:

Industrial sickness is a sensitive subject in India. This is having a negative impact on the economy and the state of the industrial sector. The rapid economic modernization has both positive and negative aspects. Illness may strike any business, no matter how big or modest. Every country on the planet is experiencing repercussions, both direct and indirect, worth millions of dollars. This occurrence has a negative impact on the availability of products and services, employment rates,

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

and the skyrocketing pricing of these items. When a company's revenue starts to decline, it's a sign that it's going under. If the corporate world is to be rescued, health promotion should be the top priority of the government, banks, and business executives.

SYSTEMATIC REVIEW OF LITERATURE:

Dixit R & Panwar P. S (2024). Industrial sickness is a pervasive issue that affects the economic and social fabric of a nation. This research article critically analyzes the phenomenon of industrial sickness in India, exploring its causes, consequences, and potential solutions. The study delves into the historical context, regulatory framework, and economic implications of industrial sickness, offering insights into the challenges faced by the Indian industrial sector. Through a comprehensive examination of key factors, the article aims to provide a nuanced understanding of the complexities surrounding industrial sickness in India and suggests policy recommendations for sustainable industrial development.

Krishna Golla, S., Pachava, V., & Gade S. (2023). The Small-Scale Enterprise based industrial sickness and promoter's behavior and proactive decision-making bears a relationship. The promoter's behavior has been observed as instrumental in shaping the resolve for resilience and prevention of industrial sickness across small sector units. The rationale was to explore the role of promoter behavior and non-promoter aspects as shaping the industrial sickness in state perspective. The study seeks to explore the role of promoter's age and promoter's initial training in influencing the sickness affairs. The study seeks to examine the moderating role of promoter's entrepreneurial orientation in influencing the outcomes. The structural equation modeling was leveraged to establish the moderating impact across 300 small scale entrepreneurs from across three select districts of Andhra Pradesh. The linkages hence were observed to support a host of hypothesis and assumptions that underline the prospects for recovery and revival of the aforesaid promoter run small businesses in state perspective.

Nazeeruddin M (2022). The industrial sickness has been growing in India year after year and hampering the growth of industrial development. This would be seen in most of the important industries like, cotton textiles, engineering, chemicals, agro based industries, cement and paper industries. The growing sickness among the large and medium industries has been one of the

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

most persisting problems faced by the industrial sectors of the country. The sixth plan after making a careful analysis of the factors leading to sickness concludes , however, perhaps the most important of all causes of sickness is the incompetence or the cupidity of the management. Both prevention and cure of industrial sickness would depend on our ability to identify sickness as early as possible and analyze its causes. The causes which are mostly responsible for industrial sickness in India are broadly classified into a) external and b) internal causes. Industrial sickness has been resulting serious consequences under developed labor – surplus economy like India.

Podile, V. (2021).Small Scale Industries occupy inevitable position in the country's economy. It is a major contributor to the economy in terms of employment generation, infrastructure development and productivity. Government of India has taken many steps to promote Small Scale Sector from the second five-year plan (1957-1961) to till now because its plays vital role in regional economic balance. It contributes 8% of the manufacturing GDP and 31% of the GDP from the service sector. It is a boon to the economic development of the country because it creates many investments as well as employment opportunities to the people. SSIs (Small Scale Industries) provide employment to nearly 120 million people and also contribute around 40% of the exports from India. SSIs are affected by industrial sickness problem. It creates hurdle to growth levels of the economy. To warfare this problem it is necessary for the organization to identify the reasons, and preventive measures. The present study gives the concept of sickness in small scale companies, reasons and revival measures with reference to Warangal District in Telangana State of India

Mohammed, N. (2020). The industrial sickness has been growing in India year after year and hampering the growth of industrial development. This would be seen in most of the important industries like, cotton textiles, engineering, chemicals, agro based industries, cement and paper industries. The growing sickness among the large and medium industries has been one of the most persisting problems faced by the industrial sectors of the country. The sixth plan after making a careful analysis of the factors leading to sickness concludes, however, perhaps the most important of all causes of sickness is the incompetence or the cupidity of the management. Both prevention and cure of industrial sickness would depend on our ability to identify sickness as early as possible and analyze its causes. The causes which are mostly responsible for industrial sickness in India are

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

broadly classified into a) external and b) internal causes. Industrial sickness has been resulting serious consequences under developed labor – surplus economy like India.

Verma. A. (2020). Jharkhand the 28th State of the Indian Union was brought into existence by the Bihar reorganization Act on 15 November 2000. The state has immense Potential for industrialization with large deposits of Minerals amounting 40 percent of the total mineral wealth of the country. It is the sole Producer of coking coal, uranium and pyrite. Jharkhand rank first in the production of coal, Mica, Kynite and Copper in India. At present there are about 3000 small scale Industries in Jharkhand, Mainly Dependent on sponge iron and steel plants in the industrial areas of Ranchi, Adityapur (Near Jamshedpur) Bokaro and Dumka. However most of them have been sick for quite some time. These industries have declined in their places and modern industries have come up as a big player. They are considerably advance in the fields of technology and managerial skills. This has enabled the country not only to operate highly complex and sophistical industrial enterprises, but also for their planning, design and construction. Jharkhand is no longer exporter of only mineral goods and manufactured items but together with traditional items. However there is also the negative side of the picture. There have been shortfalls in the industrial production from the targets in recent time during worldwide recession. The frame work of the article was motivated by the concern for revival of sick industries because a state like Jharkhand has a limited resources and vast population cannot afford the loss of Production, Income and Employment. To examine the problems and to meet them with a view to eliminate the strains on the pace and acceleration of industrial development an attempt has been made through an article to identify industrial sickness trace out its causes and assess the dimension assumed by it. Then after examination the role of government, R.B.I., Major Financial Institutions and Banks in detail.

Prakash, B. (2020). The research entitled „Industrial sickness in Micro, Small and Medium Enterprises (MSMEs) in Bihar, India‟ is an empirical study for various dimensions of industrial sickness in the state Bihar. The study investigates the magnitude of the financial distress among the MSMEs in the state, as well find out the major causes for the industrial sickness in MSMEs. The study has also included the significant remedial measure as revival for the sick enterprises in the state. MSMEs played a significant role in creation of new jobs, help in increasing Gross Domestic Product (GDP), entrepreneurship, and innovation; this sector emerged as vibrant key

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

drivers for the Indian economy. In India, MSMEs contribute 40% in total GDP and provide second largest employment after agriculture. MSMEs faces huge number of challenges and problems, which lead to a business, became sick or failure in due course. Industrial sickness is universal phenomena and spread in all type of industries all over the world. It adversely affects the health of industrial sector as well economy. This study covers the problems, causes, and prediction of industrial sickness among the various Micro small and medium industries in Bihar. The study is based on the perception of entrepreneurs and financial statement of the enterprises. Major objectives of this research are to study the growth and performance of MSMEs in Bihar, problems faced by entrepreneurs at all the stages of units, source of funding, causes of industrial sickness include internal and external factors responsible for sickness, predict the v industrial sickness in industries, remedial measure to fostering entrepreneurs, and suggest suitable policies to reduce the effect of industrial sickness in the economy. The study is based on primary and secondary database. In primary data of 450 enterprises has been collected from 9 representative districts of Bihar, with including of all types of forms (Sole Proprietorship, Partnership, Private Limited Companies etc) and kinds (Services, Manufacturing) of business took part in the study. A pre-tested well designed schedule has been used for the collection of primary data from enterprises. The secondary data and financial statement of enterprises has been taken through various agencies‟ websites. The responses of the participants were analyzed by using the statistical package for social sciences (SPSS), which generated the frequency distributions, means, standard deviations, variances, chi-square statistics, analyses of variance (ANOVA), t-statistics, and factor Analysis of the responses. In order to identify the fore warning indicators of industrial sickness in small and medium enterprise, Altman Model is used. The hypothesis of the result has been tested at 0.05 level of significance. The study has resulted that 27 most important factors are responsible for the industrial sickness in the state.

Golla, S. K., & Rao, K. R. (2019). The study was conceptualized across the emerging small scale industry clusters and locations in the state of Andhra Pradesh in India. As evident, the SSI (small scale industry) plays a crucial role in macro and micro economic development in context of developing economy like India, yet the sector is not aloof from problems, challenges and threats evident as industrial sickness. The research posits across the socially constructed origins of the

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

phenomenon and calls for the identification and classification of the factors that contribute towards industrial sickness in Andhra Pradesh SSI sector. The current research identifies the factors that contribute (directly and indirectly) towards the small scale industrial health(survival or decay) in Andhra Pradesh. At the same time, research seeks to quantify the cross factorial impact on organizational survival or sickness in small scale enterprises and analyze the relationships amongst the factors that shape survival or sickness as well as revival. A sample of 300 ownerscum entrepreneurs or promoters was assumed for the current research from across the three districts of Andhra Pradesh; which was subjected to likert based measurement instrument. The data hence collected was analyzed with aid of SPSS based explorative factor analysis and reliability was established with cronbach alpha estimation. The empirical and statistical analysis across AMOS lead to confirmatory factor analysis and enabled the identification of factors as “internal” and “external” contributions to the “market orientation” development, leading to changes and influences on the “ability to pay” and “threat from sickness”. The sickness was hence attributed to internal, external as well as market orientation based factors that collectively shape the revival or the sickness across the incumbent units.

Rathore, S. P. S., & Chakarborty, A. K (2019). 'Industrial Sickness' is a broad generalized phrase that puts together two separate 'industrialization' terms, an economic transition that carries socioeconomic change in its midst, and 'sickness', a clinical-pathological nomenclature that denotes a deficiency or disorder in the body. Taken together, these two suggest a certain barrier to economic production and focus harmfully on all those associated with an industrial unit that is ill. Indeed, an ailing manufacturing unit affects the social microcosm under which it operates in many respects-owners / shareholders are deprived of sufficient returns on their investment; workers / employees are deprived of daily wages / wages giving rise to family tension and indebtedness issues; the income of suppliers / subcontractors is jeopardised, also causing subsistence issues for them; end-product usage. Thus, industrial disease tended to be widely neglected in the public sector as well as in the small-scale market; the former because of the optimism that the public market would one day hit the 'commanding heights' of the economy on its own; and the latter because of the expectation that rising doses of rewards and liberalized finance would inevitably staunch the pathogenesis in this sector.

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

Rathore, S. P. S., & Chakarborty, A. K (2018). 'Industrial Sickness' is a broad generalized phrase that puts together two separate 'industrialization' terms, an economic transition that carries socioeconomic change in its midst, and 'sickness', a clinical-pathological nomenclature that denotes a deficiency or disorder in the body. Taken together, these two suggest a certain barrier to economic production and focus harmfully on all those associated with an industrial unit that is ill. Indeed, an ailing manufacturing unit affects the social microcosm under which it operates in many respects-owners / shareholders are deprived of sufficient returns on their investment; workers / employees are deprived of daily wages / wages giving rise to family tension and indebtedness issues; the income of suppliers / subcontractors is jeopardised, also causing subsistence issues for them; end-product usage.

Navulla, D., Golla, S. K., & Sunitha, G. (2016).Industrial sickness is serious problems which affects all types of business units like small, medium and large scale companies in both public and private sectors. Simple we can say that Industrial Sickness means when the company is unhealthy and its financial position is distress on a continuous base. Failure of a company is a socio-economic problem of the nation. To face this failure it is necessary for the organization to know prevention and revival strategies. Both prevention and cure of industrial sickness would depend on the ability to identify the sickness of the company. It must be as early as possible. Flawed or tardy identification would decrease the effectiveness of the remedial actions. It may not be effectives in terms of restoring the financial viability of sick units as well as protecting units which would become sick. This study reviews the various articles on industrial sickness and its impact on various business organizations. This review is a synthesis of industrial sickness literature from 2000–2016 providing explanation the causes of sickness and its impact on industrial sector as well as remedial measure to prevent sickness. It will help to the corporate people to understand the concept of industrial sickness in the industry.

Bhullar, A., & Singh, P. (2016). The major thrust of the present paper is to examine the working capital gap in the Indian Small Scale Industrial Sector during the period (1980-81 to 2011-12) further divided into two that is pre reform period (1980-81 to 1990-91) and post reform period (1991-91 to 2011-12). For the purpose of the study the data have been curled from Handbook of Statistics on Indian Economy, RBI and various reports. The paper is isolated into three sections;

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

first section talks about the definition and magnitude of sickness in Indian Small Scale Industrial Sector. Second section estimates the Working Capital Gap (WCG) for the entire period (1980-81 to 2011-12) as well as pre reform period (1980-81 to 1990-91) and post reform period (1991-92 to 2011-12). It is revealed from the data presented in the table that the main cause of sickness is the lack of working capital and finance of the Small Scale Industrial Sector of India. The rise of small scale units has remained unabated even after the formulation of various new financial institutions which comprise of banking and non-banking institutes. It has been noted that the organization has failed to render the desired financial services for the small scale industries to meet the challenges of globalization. Therefore what is required is close cooperation of industries, government and financial institutes to refurbish the haleness of sick units and to lessen the dependence of small units on borrowed money.

Chakraborty, M. (2016). This paper aims to find the specific causes behind sickness of Jessop and Company, Dum Dum and their remedial measures. Data's were collected through primary surveys by preparing questionnaires and secondary data's were collected from Annual reports and newspapers. Apart from this, interviews were conducted with the members of Head Office of Jessop and Company and officials of Dum Dum Municipality. The data's were analyzed through descriptive statistics and exhibited in charts and graphs showing percentages and other numerical results. The results shows that lack of proper management, unskilled labourers, weak promotional activities, regular theft of materials and misuse of financial resources are the specific causes behind the industrial sickness of Jessop and Company, Dum Dum. It is presumed that if such a state of affair is not checked and timely action is not taken the increasing incidence of industrial sickness will further ruin the situation and hamper the growth of industrial sector.

Roy, S., & Basu, R. (2015). Industrial sickness acts as great hurdle for economic growth. It is considered as a disease that can change a strong unit into a sick or weak unit with low productivity. It is slow poison which can make an economy paralyzed. Haora district is one of the industrially prominent districts of West Bengal since colonial period. It is composed of different types of industries like engineering, jute and cotton textile units. With the march of time many of these have lost their glamour and gradually have become economically sick. After suffering from sickness for a long time some of them became closed. Increasing number of sick units in Haora

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

district has affected the economy of this district as well as economy of West Bengal. The contribution of secondary sector in NDDP is declining and the share of registered manufacturing sector is decreasing while the share of unregistered sector is increasing day by day. This is a symptom of weak economy. To reveal actual scenario this study is based on secondary and primary data with purposive sampling technique. To recover from this situation Board of Industrial and Financial Reconstruction (BIFR) has been established and it takes necessary actions for fruitful results. It is true that without recovery and resurgence of these units and reduction in number of sick units revitalization of the economy is not possible.

Singh, K. (2015).Sickness in the industrial units is not a new phenomenon as is evident in the developing countries. Indeed, even in the industrially propelled nations of the world, fluctuating degrees of ailment are found to happen. Occurrence of industrial sickness is a persistent procedure and at a specific time a few units in a specific industry will be running sick regardless of the fact that the industrial atmosphere is ideal from all perspectives But sickness assuming an epidemic shape creates concerns to the policy makers and stakeholders. Factual information proposes that small scale businesses are more inclined to sickness when contrasted with medium and large scale commercial ventures. The major thrust of the present paper is to explore the reasons of sickness in small and medium scale industries in India. This paper is isolated in three sections; first section talks about the “concept of industrial sickness”. Second part manages “general reasons for Industrial disorder” and the third part introduces “remedies and conclusion”.

Goswami, D., Sarma, K. K., & Hazarika, P. L. (2015). Very often, industrial sickness is identified using certain traditional techniques which rely upon a range of manual monitoring and compilation of financial records. It makes the process tedious, time consuming, and often are susceptible to manipulation. Hence, decision makers, planners, and funding agencies of such units are sometimes surrounded by uncertainty and unpredictable situations while taking decisions regarding the state of industrial health and the subsequent measures required. Therefore, certain readily available tools are required which can deal with such uncertain situations arising out of industrial sickness. It is more significant for a country like India where the fruits of developments are rarely equally distributed. In this paper, we propose an approach based on certain soft-computational tools specially using Artificial neural network (ANN) to deal with industrial sickness with specific focus

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

on a few such units taken from a less-developed northeast (NE) Indian state like Assam. More specifically, we here propose, a soft-computational tool which formulates certain decision support mechanism to decide upon industrial sickness using eight different parameters which are directly related to the stages of sickness of such units. The mechanism primarily identifies a few stages of industrial health using various inputs provided in terms of the eight identified parameters. This decision is further compared with the results obtained from another set of ANNs where the model uses certain signals and symptoms of industrial health to decide upon the state of a unit. Specifically, we train multiple ANN blocks with data obtained from a few selected units of Assam so that required decisions related to industrial health could be taken. The system thus formulated could become an important part of planning and development. It can also contribute toward computerization of decision support systems related to industrial health and help in better management.

Desai, J., & Joshi, N. A (2015). The objective of this study is to examine the performance of default prediction model: the Z-score model using discriminant analysis, and to propose a new prediction model using artificial intelligence on a dataset of 60 defaulted and 60 solvent companies. Financial ratios obtained from corporate balance sheets are used as independent variables while solvent/defaulted company (ratings assigned) is the dependent variable. The predictive ability of the proposed model is higher when compared to both the Altman original Z-score model and the Altman model for emerging markets. The research findings establish the superiority of proposed model over default discriminant analysis and demonstrate the significance of accounting ratios in predicting default.

Kumari, P. (2014). Industrial sickness is the key event of modern industrial age; and incidence of sickness has been growing in such large proportions that in the wake of industrial development, a large number of new units (covering all typed of units in small, medium and large sectors) have been added in this category. The rapid growth and magnitude to industrial sickness is pugging issue not only for present time but also for all time to come; especially for India during the next century. It has become a matter of grave concern for all; concerned directly or indirectly as not only, crores of rupees blocked up in several of sick units but also affected the national growth. Industrial sickness is growing at an annual rate of about 28% and 13% respectively in terms of

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

number of units and outstanding number of bank credit. It is reckoned that as of today there are more than 2 lakhs sick units with an outstanding bank credit of over Rs 7000 crore nearly 29000 units are added to sick list every year. This paper covers the study of industrial sickness and role of BIFR to control that sickness.

Latif, A., & Abdullah, A. S. M. (2014). Small industrial units are the seedbed on industrial development in underdeveloped economy for its less capital involvement and more employment generation capability. But this sector cannot contribute expectedly for infection to sickness that ultimately prevents the entrepreneurial bases of economy. Sickness can be occurred in the inception period, in operation and /or in macro environment.There are various techniques to prevent sickness and to make the treatment of occurred sickness. In this study, the researchers selected 13 sick units of BSCIC industrial units and collected the information regarding the causes, stages and measures to prevent sickness. It is found that 07 are born to sick due to improper capital budgeting, 06 are made sick for managerial problems and no units are bound to be sick for environmental problems.

Hoque, A. S., & Biswas, S. (2014). The problem of industries becoming sick in recent years, both in public and private sectors inBangladesh and also in some cases in some other developing and underdeveloped countries, has turned to bealarming. Although the causes for closure or divestment might be many but in most of the cases continued lossplayed a major role in industries becoming sick. Thus the problem of industries becoming sick deserves to betreated more seriously at Government policy level, and also by the researchers in academic and industrialarena, as it is related to the economy and development of a country. Every industry can be seen as a systemworking in diversified environment. It operates under the influence of many external and internal factors.Various combinations of external and internal factors are responsible for industries to becoming sick. But thesetoo vary from country to country, economy-to-economy, etc. It can be said for surely that the causes forindustries becoming sick shall not necessarily be similar in under-developed, developing and developedcountries. In this paper an attempt has been made to identify the causes of industries becoming sick inBangladesh and to show how far the application of the theories and principles of Production and OperationsManagement play a role in the prevention of industries becoming sick. No attempt has been made here todiscuss and even to analyze the causes

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

for industries becoming sick related to industrial policy of the country,legal and other related rules and regulations, industrial competitions, influence of local politics, open marketeconomy, etc.

Tomar, N. (2013). Industrial Sickness is a situation which is characterized by loss of production and employment of industries. The industrial sickness basically occurred in the traditional industries of India.The industrial sickness took place in all industrial groups such as cotton, jute, engineering, chemicals, rubber, paper, electrical equipments and sugar. The industrial sickness syndrome suffered mostly in west Bengal, Maharashtra, Tamil Nadu and Uttar Pradesh. Therefore in accordance my objective of the study is to find out the major causes of industrial sickness and their impact on India's economic growth, gross domestic product and employment. Beside this the study also attempts to critically evaluate the government initiatives taken related to industrial sickness. This study is Qualitative exploratory research basically based on secondary data collected from various sources like research papers, articles, books, internet and various other sources. The study will have an important implication in throwing light on the present scenario of Indian industrial sector as well as the grey areas in which still lot of work is left to be done.

Datta, D. K. (2013). In addressing the core issue of the probability of a company becoming sick in the future and developing predictive models of financial health, this article first classifies Indian industries into two groups – good performing and bad performing – on the basis of ASI data. This classification is based on broadly accepted economic indicators which are translated into corresponding financial ratios. Balance sheet data of 100 companies, evenly drawn from the two groups, is then analysed and the future financial health of these companies is predicted on the basis of a logit model.

Goswami, D., Hazarika, P. L., & Sarma, K. K. (2012). Industrial sickness is one of the primary causes that slow down overall economic development of a state in particular and a country in general. This is a fact observed distinctly in India and more specifically in the north eastern (NE) state of Assam where industrial sickness in small scale sector has played havoc with far$ reaching socio-economic consequences. Generally, industrial sickness is identified using some traditional techniques which rely upon a range of manual monitoring and compilation of financial records. It makes the process tedious, time consuming and at times are susceptible to manipulation. Here, we propose a mathematical model to represent various stages of sickness with different types of

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

parameters clearly relating the causes to the different stages of sickness. In particular, we describe the formulation of a mathematical model which is based upon certain observations derived from field surveys of a few small scale industrial units in Assam. The proposed model is found to be suitable for study of sick industrial units particular for the identified cases in Assam.

Chowdhary, F. (2012). The researcher did an empirical study to find out the opinion of the employees of Jammu & Kashmir Industries Ltd, J&K for declaring it as a sick industry .The Researcher determined the reasons after taking the opinion from the employees of Jammu & Kashmir Industries Ltd, J&K. The objectives on which the researcher will conduct the study are: 1) To study the reasons due to which Jammu Kashmir industries Ltd. became sick industry. 2) Understanding the employees views about the most important reason for Jammu & Kashmir Industries Ltd, J&K becoming sick.3). To frame a suitable revival strategy so as to protect the employment of the masses .and 4) Safeguard the state wealth & resources. The researcher tabulated the data and presented the data in the form of table and pie-chart. Thereafter the researcher discussed the reasons in detail. After studying the reason and analyzing them the researcher concluded that every reason given by the employee is responsible for declaring Jammu & Kashmir Industries Ltd. as sick industry.

Goyal, K. A., Gupta, N., & Gupta, N. (2012). Incidence of industrial sickness is a continuous process and at a particular time some units in a particular industry will be running sick even if the industrial climate is favorable from all points of view. Its analogy can be understood from a society in which some are healthy, some are of medium health, some are sick and others are recouping from sickness. Similar case is with industrial units. Continuous sickness leads to closure. Hence, to avoid closure of industrial unit one has to act much in advance before the incidence of closure takes place. The effort should be to arrest or minimize the rate of sickness. Moreover, prompt action is needed as soon as the symptoms of sickness are visible. All possible remedial measures should be taken at this stage rather than making a hue and cry when the unit is actually dead. In this present paper an attempt has been made to explore the Quantum of Sickness in Small Scale Industries in India. This paper is divided in four parts; first part discusses the Concept of Industrial Sickness. Second part deals with general causes of Industrial sickness, third part explore the Quantum of Industrial sickness from different perspective & the fourth part presents conclusion.

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

Satyanarayan, A., & Kumari, P. P. (2011). Industrial sickness in Small-Scale Industries (SSIs) is not a regional problem, rather it is a global problem now. Besides the role of internal management, a combined effort is highly needed from the external agencies for an effective revival program of these sick units. Especially the role of the government, financial institutions and the development agencies is vital to tackle the problems of industrial sickness. Further, it is suggested that a team of experts in production, marketing and finance should also share their experiences to improve the performance of the sick units. It would be ideal that they should assume this responsibility with a sense of urgency and shoulder the burden of revival of these units. As the time factor is very important, instead of making industrial sickness a chronic problem it can be prevented (to a considerable extent) at the early stage.

Nakata, A., Takahashi, M., Irie, M., Ray, T., & Swanson, N. G. (2011). The purpose of this study is to examine the independent association of job satisfaction with common cold and sickness absence among Japanese workers. A total of 307 apparently healthy white-collar employees (165 men and 142 women), aged 22-69 (mean 36) yr, completed a questionnaire survey during April to June, 2002. Global job satisfaction was measured by a 4-item scale from the Japanese version of a generic job stress questionnaire with higher scores indicating greater satisfaction. Information about whether the employees had a common cold (within the past 6 months) and sickness absence (within the past 12 months) was self-reported. Hierarchical log-linear Poisson regression analysis controlling for confounders revealed that greater job satisfaction was inversely correlated with days (B=-0.116; p<0.001) and times (B=-0.058; p=0.067) of common cold and days (B=-0.160; p<0.001) and times (B=-0.141; p<0.001) of sickness absence. Our findings suggested that poor job satisfaction is associated with both common cold and sickness absence.

Singh, B.K. (2007). Industrial sickness is one of the most complex problems of the Indian economy. Inspite of the different measures taken by the Government the problem persists. The rise has remained unabated, even in the years after the passage of the Sick Industrial Companies Act (SICA) and the creation of the Board for Industrial and Financial Reconstruction (BIFR). The study reveals that sick units have not only lost their net worth, but they have also lost capital raised from sources other than ownership. The extent of accumulated losses of sick units in India, is about two times that of the net worth of the sick units. The study reveals the failure of the policies in

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

controlling industrial sickness in India, and puts forward certain suggestions to revamp the policy framework so as to effectively tackle the problem.

Otsuka, Y., Takahashi, M., Nakata, A., Haratani, T., Kaida, K., Fukasawa, K., & Ito, A. (2007). Associations between psychosocial work factors and sickness absence were investigated in a cross-sectional study of 833 daytime workers. Participants completed a questionnaire regarding psychosocial work factors using the US National Institute for Occupational Safety and Health Generic Job Stress Questionnaire (job control, quantitative workload, cognitive demands, variance in workload, intragroup conflict, intergroup conflict, supervisor support, coworker support, family support, job satisfaction and depressive symptoms) and the number of days of sickness absence within the previous year. Multivariate analyses of covariance with age and occupation as covariates (MANCOVA) were used to test the relationships between psychosocial work factors and sickness absence stratified by sex. In men, the age-adjusted MANCOVA showed that, quantitative workload was highest in the 0.5-4.5 d of sickness absence group (p<0.001). However, the levels of stress reactions (job satisfaction and depressive symptoms) in this group were almost identical to the levels recorded in the no sickness absence group. In contrast, low levels of job control (p<0.01), supervisor support (p<0.05), and job satisfaction (p<0.01) and higher symptoms of depression (p<0.001) were associated with 5 d or more sickness absence. In women, only high job satisfaction was associated with 5 d or more sickness absence (p<0.10). This study suggests that appropriate use of sickness absence at times of being exposed to high quantitative workload may help male workers to recover from stressful situations.

Morken, T., Riise, T., Moen, B., Hauge, S. H., Holien, S., Langedrag, A., Thoppil, V. (2003). The prevalence of musculoskeletal disorders (MSD) in the aluminium industry is high, and there is a considerable work-related fraction. More knowledge about the predictors of sickness absence from MSD in this industry will be valuable in determining strategies for prevention. The aim of this study was to analyse the relative impact of body parts, psychosocial and individual factors as predictors for short- and long-term sickness absence from MSD among industrial workers.

Väänänen, A., Toppinen-Tanner, S., Kalimo, R., Mutanen, P., Vahtera, J., & Peiró, J. M. (2003). ost longitudinal studies on the relationship between psychosocial health resources and risks, and the employees' subsequent sickness absences have been conducted in the public sector. The

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

purpose of this study was to find out psychosocial antecedents of sickness absenteeism in the private industrial sector. The effects of job characteristics (job autonomy and job complexity), physical and psychological symptoms, and social support (from coworkers and supervisors) on sickness absenteeism were investigated. The number of long (4–21 days) and very long (>21 days) sickness absence episodes of 3895 persons (76% men and 24% women, mean age 44 years) was obtained from the health registers of a multinational forest industry corporation in 1995–1998. A questionnaire survey on the working conditions and health of the workers was carried out in 1996. The follow-up time of the sickness absences was 1-year 9-month. Job autonomy was found to be associated with long and very long episodes in men (rate ratio (RR) in the lowest autonomy group approximately 2 times higher than the highest autonomy group), and with very long episodes of absence in women (2–3 times higher RR between the low vs. the high category). Low job complexity predicted men's very long absences (RR 1.4). Long and very long episodes were associated with physical and psychological symptoms (RR 1.2–1.7) among men and women. Lack of coworkers' support increased the frequency of very long sickness absence among men (RR 1.4), and lack of supervisor's support among women (RR 1.6). Also, some interaction effects of social support variables were observed among both genders. We conclude that the studied psychosocial factors are associated with subsequent sickness absence, and that the associations are partly gender-specific. The results showing which variables are related to employees' sickness absenteeism in the private industrial sector can be applied in human resource management and health service planning.

CONCLUSION:

Incorporating additional experts into illness treatment is crucial for its success, just as the rehabilitation plan depends on the participation of all sick unit. The plan can only be implemented with the professional cooperation of the unit's functional managers or department heads. Banks, promotional organizations, and other financial institutions should establish a consulting cell with specialists from other industries to find a solution and avoid industrial disease. This cell would help sick units recover by monitoring rehabilitation programs and providing continuous guidance on efficient unit management.

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

REFERENCES:

Bhullar, A., & Singh, P. (2016). Economic Reform and Industrial Sickness in Indian Small Scale Sector. *International Journal of Business and Administrative Studies*, 2(6), 179.

Chakraborty, M. (2016). Industrial Sickness in Dum Dum: A Case Study of Jessop and Company. *International Journal of Social Science and Humanities Research*, 4(1), 673-682.

Chowdhary, F. (2012). Empirical study on reasons of industrial sickness-with reference to Jammu & Kashmir Industries Ltd. *IOSR Journal of Business and Management*, 5(5), 48-55.

Datta, D. K. (2013). Industrial sickness in India–An empirical analysis. *IIMB Management Review*, *25*(2), 104-114.

Desai, J., & Joshi, N. A (2015). Application of Artificial Intelligence for Forecasting of Industrial Sickness. *International Journal of Engineering and Technical Research*, 3(12), 14-19.

Dixit R & Panwar P. S (2024). Industrial Sickness in India: A Critical Analysis. *International Journal of Research Publication and Reviews*, 5(1), 3096-3099.

Golla, S. K., & Rao, K. R. (2019). A factor analysis on the determinants of industrial sickness in small scale enterprises. *Economic Affairs*, 64(1), 249-257.

Goswami, D., Hazarika, P. L., & Sarma, K. K. (2012). Stages and symptoms of industrial sickness-a mathematical model applied to a few small scale industrial units in Indian state of Assam. In *Proceedings of 13th WSEAS International Conference on Mathematics and Computers in Business and Economics (MCBE'12)*, 1, 152-157.

Goswami, D., Sarma, K. K., & Hazarika, P. L. (2015). Identification of Stages of Industrial Sickness of Large-and Medium-Scale Units Using Certain Soft-Computational Approach. *Recent Trends in Intelligent and Emerging Systems*, 1, 95-112.

Goyal, K. A., Gupta, N., Gupta, N. (2012). An overview of sickness in micro, small & medium enterprises in India. *Pacific Business Review*, 5(5), 29-35.

Hoque, A. S., & Biswas, S. (2014). Problems of Sick Industries-Bangladesh Perspective. *Journal of Mechanical Engineering*, 43(2), 82–91.

Krishna Golla, S., Pachava, V., & Gade S. (2023). Factors contributing to industrial sickness in smallscale enterprises: empirical evidence on promoter influence. *Academy of Marketing Studies Journal*, 27(5), 1-15.

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

Kumari, P. (2014). Industrial sickness and role of board of industrial and financial reconstruction (BIFR). *International Journal of Research in IT and Management*, 4(1), 49-60.

Latif, A., & Abdullah, A. S. M. (2014). Detection and Remedies for Industrial Sickness in Small Industrial Units of Bangladesh: A Study on Sick Industrial Units of Industrial Estates in Sylhet Division. *Researchers World*, 5(2), 40.

Mohammed, N. (2020). Industrial Sickness (with special reference to Large and Medium Scale Industries in Andhra Pradesh). *International Journal of Interdisciplinary Research in Arts and Humanities*, 5(1), 23-28.

Morken, T., Riise, T., Moen, B., Hauge, S. H., Holien, S., Langedrag, A., Thoppil, V. (2003). Low back pain and widespread pain predict sickness absence among industrial workers. *BMC Musculoskeletal Disorders*, 4, 1-8.

Nakata, A., Takahashi, M., Irie, M., Ray, T., & Swanson, N. G. (2011). Job satisfaction, common cold, and sickness absence among white-collar employees: a cross-sectional survey. *Industrial health*, *49*(1), 116-121.

Navulla, D., Golla, S. K., & Sunitha, G. (2016). Industrial Sickness in India-A Review on Literature Review. *International Journal of Research in Economics and Social Sciences*, 6(11), 259-274.

Nazeeruddin M (2022). Industrial Sickness in India. *Research Review*, 5(3), 84-86.

Otsuka, Y., Takahashi, M., Nakata, A., Haratani, T., Kaida, K., Fukasawa, K., Ito, A. (2007). Sickness absence in relation to psychosocial work factors among daytime workers in an electric equipment manufacturing company. *Industrial Health*, 45(2), 224-231.

Podile, V. (2021). A Study on Industrial Sickness in Small Scale Sector in Warangal District. *Research Review*, 6(6), 33-38.

Prakash, B. (2020). Industrial Sickness in Micro, Small and Medium Enterprises in Bihar, India. *Central University of Punjab Journal*, 1(1), 2-9.

Rathore, S. P. S., Chakarborty, A. K (2018). A Review of Industrial Sickness: Nature, Causes and Stages. *Journal of Advances and Scholarly Researches in Allied Education*, 15(9), 1051-1055.

Rathore, S. P. S., & Chakarborty, A. K (2019). A Revival Strategy for Sick Units and an Industrial Sickness Study. *Journal of Advances and Scholarly Researches in Allied Education*, 16(5), 2294-2300.

ISSN: 2320-3714
Volume:1 Issue:3
March 2025
Impact Factor:11.9
Subject: Management

Roy, S., & Basu, R. (2015). Industrial sickness and its impact on the economy: A case study of Haora district, West Bengal. *Economic Affairs*, 60(1), 57-62.

Satyanarayan, A., & Kumari, P. P. (2011). Industrial Sickness in India: Causes, Consequences and Curses. *IUP Journal of Entrepreneurship Development*, 8(2), 34.

Singh, B.K. (2007). Industrial Sickness in India: Dimensions, Threats, and Remedies. *The IUP Journal of Managerial Economics*, 1(2), 63-88.

Singh, K. (2015). Industrial sickness in small and medium scale industrial sector in India: reasons and remedies. *Zenith International Journal of Business Economics & Management Research*, *5*(5), 175-183.

Tomar, N. (2013). The industrial sickness in India: Causes, impact and government initiatives. *Zenith International Journal of Business Economics & Management Research*, *3*(9), 21-30.

Väänänen, A., Toppinen-Tanner, S., Kalimo, R., Mutanen, P., Vahtera, J., Peiró, J. M. (2003). Job characteristics, physical and psychological symptoms, and social support as antecedents of sickness absence among men and women in the private industrial sector. *Social science & medicine*, 57(5), 807-824.

Verma. A. (2020). Industrial Sickness in Jharkhand. *Ideal Research Review*, 21(1), 45-49.

Author's Declaration

I as an author of the above research paper/article, here by, declare that the content of this paper is prepared by me and if any person having copyright issue or patent or anything otherwise related to the content, I shall always be legally responsible for any issue. For the reason of invisibility of my research paper on the website /amendments /updates, I have resubmitted my paper for publication on the same date. If any data or information given by me is not correct, I shall always be legally responsible. With my whole responsibility legally and formally have intimated the publisher (Publisher) that my paper has been checked by my guide (if any) or expert to make it sure that paper is technically right and there is no unaccepted plagiarism and hentriacontane is genuinely mine. If any issue arises related to Plagiarism/ Guide Name/ Educational Qualification /Designation /Address of my university/ college/institution/ Structure or Formatting/ Resubmission /Submission /Copyright /Patent /Submission for any higher degree or Job/Primary Data/Secondary Data Issues. I will be solely/entirely responsible for any legal issues. I have been informed that the most of the data from the website is invisible or shuffled or vanished from the database due to some technical fault or hacking and therefore the process of resubmission is there for the scholars/students who finds trouble in getting their paper on the website. At the time of resubmission of my paper I take all the legal and formal responsibilities, If I hide or do not submit the copy of my original documents (Andhra/Driving License/Any Identity Proof and Photo) in spite of demand from the publisher then my paper maybe rejected or removed from the website anytime and may not be consider for verification. I accept the fact that as the content of this paper and the resubmission legal responsibilities and reasons are only mine then the Publisher (Airo International Journal/Airo National Research Journal) is never responsible. I also declare that if publisher finds Any complication or error or anything hidden or implemented otherwise, my paper maybe removed from the website or the watermark of remark/actuality maybe mentioned on my paper. Even if anything is found illegal publisher may also take legal action against me.

Joymalya Bhattacharya
Dr. Abhijaat Sahu