

Vol II Issue V Nov 2012

Impact Factor : 0.1870

ISSN No :2231-5063

## Monthly Multidisciplinary Research Journal

# *Golden Research Thoughts*

Chief Editor  
Dr.Tukaram Narayan Shinde

Publisher  
Mrs.Laxmi Ashok Yakkaldevi

Associate Editor  
Dr.Rajani Dalvi

Honorary  
Mr.Ashok Yakkaldevi

**IMPACT FACTOR : 0.2105**

**Welcome to ISRJ**

**RNI MAHMUL/2011/38595**

**ISSN No.2230-7850**

Indian Streams Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial Board readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

### ***International Advisory Board***

Flávio de São Pedro Filho Federal University of Rondonia, Brazil	Mohammad Hailat Dept. of Mathematical Sciences, University of South Carolina Aiken, Aiken SC 29801	Hasan Baktir English Language and Literature Department, Kayseri
Kamani Perera Regional Centre For Strategic Studies, Sri Lanka	Abdullah Sabbagh Engineering Studies, Sydney	Ghayoor Abbas Chotana Department of Chemistry, Lahore University of Management Sciences [ PK ]
Janaki Sinnasamy Librarian, University of Malaya [ Malaysia ]	Catalina Neculai University of Coventry, UK	Anna Maria Constantinovici AL. I. Cuza University, Romania
Romona Mihaila Spiru Haret University, Romania	Ecaterina Patrascu Spiru Haret University, Bucharest	Horia Patrascu Spiru Haret University, Bucharest, Romania
Delia Serbescu Spiru Haret University, Bucharest, Romania	Loredana Bosca Spiru Haret University, Romania	Ilie Pintea, Spiru Haret University, Romania
Anurag Misra DBS College, Kanpur	Fabricio Moraes de Almeida Federal University of Rondonia, Brazil	Xiaohua Yang PhD, USA
Titus Pop	George - Calin SERITAN Postdoctoral Researcher	Nawab Ali Khan College of Business Administration

### ***Editorial Board***

Pratap Vyamktrao Naikwade ASP College Devrukh,Ratnagiri,MS India	Iresh Swami Ex - VC. Solapur University, Solapur	Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur
R. R. Patil Head Geology Department Solapur University, Solapur	N.S. Dhaygude Ex. Prin. Dayanand College, Solapur	R. R. Yaliker Director Managment Institute, Solapur
Rama Bhosale Prin. and Jt. Director Higher Education, Panvel	Narendra Kadu Jt. Director Higher Education, Pune	Umesh Rajderkar Head Humanities & Social Science YCMOU, Nashik
Salve R. N. Department of Sociology, Shivaji University, Kolhapur	K. M. Bhandarkar Praful Patel College of Education, Gondia	S. R. Pandya Head Education Dept. Mumbai University, Mumbai
Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai	Sonal Singh Vikram University, Ujjain	Alka Darshan Shrivastava Shaskiya Snatkottar Mahavidyalaya, Dhar
Chakane Sanjay Dnyaneshwar Arts, Science & Commerce College, Indapur, Pune	G. P. Patankar S. D. M. Degree College, Honavar, Karnataka	Rahul Shriram Sudke Devi Ahilya Vishwavidyalaya, Indore
Awadhesh Kumar Shirotriya Secretary, Play India Play (Trust),Meerut	Maj. S. Bakhtiar Choudhary Director,Hyderabad AP India.	S.KANNAN Ph.D , Annamalai University,TN
	S.Parvathi Devi Ph.D.-University of Allahabad	Satish Kumar Kalhotra
	Sonal Singh	

**Address:-Ashok Yakkaldevi 258/34, Raviwar Peth, Solapur - 413 005 Maharashtra, India  
Cell : 9595 359 435, Ph No: 02172372010 Email: ayisrj@yahoo.in Website: www.isrj.net**



## JOB SATISFACTION AMONG WOMEN INDUSTRIAL WORKERS

K. SHOBHA

Associate Professor In Economics,  
Government Arts College, Coimbatore

### Abstract:

*In a labour surplus and capital hungry country like India jobs are very important to individuals. They help to determine standards of living, places of residence, status and even one's sense of self worth. Jobs are important to organizations because they are the means of accomplishing organizational objectives. Technological advances and competitive pressures may often force an organization to put more emphasis on characteristics of successful performance rather than on standard jobs duties and tasks etc. When negative stress is high it reduces job satisfaction. When a job does not correspond with employee's personal life, or is the source of anxiety and confusion, it's stressful. Work places must be in normal conditions allowing employee to do their job properly.*

### KEYWORDS:

Satisfaction , Industrial , Organizational , Employees.

### INTRODUCTION

In work places where there is not sufficient conditions employee motivation level decreases and such a situation affects employee job satisfaction negatively. Employees are more satisfied when their works are fairly rewarded. Promotion opportunities influence job satisfaction in different ways. The reason is conducting promotion in many different ways. For example, "employees promoted based on their work experience" are less satisfied with their jobs than "employees which are promoted on the basis of their work results". Job related opportunities increase employee satisfaction. For example, a job which has an opportunity to participate in projects, presenting competition and requiring more responsibilities. Giving more freedom to employees in their job increases their satisfaction. Material rewards are very important in job satisfaction. Money meets luxury needs and wants of people, along with their fundamental needs. Generally, employees accept salary as supervisors' reward for the work they have performed. Managers are one of the main factors which affect job satisfaction. Managers interested in employees' work, assisting them in solution of their work related and personal life problems and also developing informal relations together with the formal ones are increasing employees' job satisfaction. The environmental, organizational and behavioral factors have a positive impact on job satisfaction. It means that if the employees are treated equally and fairly and they are properly supervised, their level of satisfaction can be increased towards their job. Organizational factors will thus contribute to job satisfaction. Organizational factors are the most important aspect for job satisfaction of the employees in a company (Daljeet Singh Wadhwa, Manoj Verghese and Dalvinder Singh Wadhwa,2011). Job satisfaction is the result of various attitudes possessed by an employee towards his job. These attitudes are related to specific factors such as wages, conditions of work, advancement opportunities, prompt settlement of grievances, fair treatment by employer and other fringe benefits. Job satisfaction is as an attitude which results from a balancing and summation of many specific likes and dislikes experienced in connection with the job. For the last three

decades, the problem of job satisfaction has attracted considerable attention of Industrial Psychologists. It is regarded as a very significant factor in workers morale, absenteeism, accidents, turnover and to some extent productivity, though its relationship with productivity is not very clear. The importance of job satisfaction is not only for its possible association with productivity, absenteeism, turnover and accidents. It is generally agreed that the dissatisfaction in job is due to poor mental health which will give rise to anxiety, depression, hyperacidity, headache and frustration. Since workers spend most of his time on the job, he does not get job satisfaction. Thus the dissatisfaction of jobs may cause social problems. Job satisfaction is of great significance and profitable functioning of any organization. Satisfied workers are the greatest assets of any organization and dissatisfied workers the biggest liability. Job satisfaction is of great importance for the individuals, the organization which employ them and the society as a whole. The adjustment of employees with their work is very necessary. In each industry there are many adjusted and maladjusted workers. The worker, who is satisfied with the nature of his job and performs his duties carefully, is known to be as an adjusted worker. The maladjusted worker does not like his job. He is not adjusted with his work and tries to work elsewhere. Such a worker proves to be curse to the industry. Such adjustment or maladjustment of the workers change his personality traits. This change may be due to some personal and social reason, or it may also be because of his displeasure against certain policies of the industrial management which cause emotional disbalance in worker. This disbalance affects his life as well as job. In other words maladjusted worker is who is not adjusted with his work. Maladjustment in worker is due to following reasons: (1) when worker does not enjoy his work or he is not satisfied with his work, (2) when his efficiency in work destroys, and (3) when other workers are badly affected by his work (Srivastava, 2002). Based on these circumstances the paper tries to analyze the job satisfaction level of the women industrial workers. The main aim of the paper is to assess the socio-economic conditions of the workers, examine the living conditions of the workers, to assess the social conditions and to analyze the job satisfaction. The hypotheses tested was that the income has an impact on the living conditions and job satisfaction depends on various selected factors

#### **SELECTION OF THE SAMPLE**

Based on random sampling method, about 75 industrial workers working in Coimbatore city alone were selected. Data were collected with the help of pre-tested questionnaire. Direct interview methods were adopted. The respondents were asked to mark their perception in five point scaling technique. To analyze the data, percentage method, chi-square, multiple regression and t-test were used.

#### **SOCIO-ECONOMIC CHARACTERISTICS**

About 12% of the respondents were above 45 years of the age and 88% were below 45 years. In the case of religion about 64% of the respondents were Hindus and 36% were Christian, belonging to SC community (64%) and BC community (36%). About 56% of the respondents were married but 34.7% and 9.3% of the respondents were unmarried and widows respectively. Around 64% of the respondents had completed the high school, 21.3% primary and 14.7% higher secondary school of education. About 89.3% of the respondents belonged to the nuclear family and 11% belong to the joint family.

TABLE - 1  
SOCIO- ECONOMIC CHARACTERISTICS

S. No	VARIABLES	PERCENTAGE
1	AGE	
	Below - 45	66(88%)
	Above - 45	09(12%)
2	RELIGION	
	Hindu	48(64%)
	Christian	27(36%)
3	CASTE	
	SC	48(64%)
	BC	27(36%)
4	MARITAL STATUS	
	Married	42(56%)
	Unmarried	26(34.67%)
	Widows	7(9.33%)
5	EDUCATION	
	Primary	16(21.3%)
	High School	48(64%)
	Higher Secondary	11(14.67%)
6	TYPE OF FAMILY	
	Nuclear	67(89.33%)
	Joint	8(10.67%)
7	MONTHLY INCOME	
	< Rs.10000	45(60%)
	Rs.10000 - Rs.20000	28(37.33%)
	> Rs.20000	2(2.6%)
8	MONTHLY EXPENDITURE	
	< Rs.5000	33(44%)
	Rs.5000 - Rs.10000	35(46.67%)
	> Rs.10000	7(9.33%)
10	SAVINGS	
	Yes	43(57.33%)
	No	32(42.67%)

Source: Based on field survey

About 60% of the respondents had a monthly income of Rs. 10000 and below but 37.3% and 2.7% respondents earned a monthly income of Rs. 10000 - Rs.20000 and above Rs.20000 respectively. The mean monthly income was Rs. 9997. Around 44% of the respondents spent Rs.5000 and below but 47% and 9.3% of the respondents spent a monthly amount of Rs.5000 - Rs.10000 and above Rs.10000 respectively. The mean monthly expenditure was Rs. 6664. Based on 't' test it was found that there was significant difference in the monthly income(12.623\*) and monthly expenditure of the respondents (10.285\*). About 25% of the respondents own a land but 75% didn't own a land. In the case of saving, about 57.3% save the part of the amount earned and 42.7% did not save. About 49.3% of the respondents saved in bank, post office but 21.3% of the respondents saved in chit funds. About 78.67% of the respondents had debt. Around 41.3% of the respondents had borrowed less than Rs.30000. The respondents had borrowed from friends (0.3), relatives (34.7%), bank (25.3%), money lenders (9.3%) and relatives (34.7%). The main reasons for borrowing was for purchasing land, to develop business, agriculture, festivals, education, hospital expenses, household expenses, Jewels, marriage, tailoring, purchase of vehicles and for water connection.

**LIVING CONDITIONS**

About 69.3% of the respondents lived in their own house the house in which they lived was either thatched (47.67%) or tiled (48%) or concrete (5.33%).

The respondents had a separate kitchen (65.3%), bathroom (71%), and latrine (35%). About 62.7% used open space for the toilet and 72% of the respondents disposed their waste through solid composite. Around 88% of the respondents got the drinking water through tap, 99% of the respondents had electricity and about 85.3% of the respondents consumed food thrice a day. About 28% of the respondents did not have any diseases. Most of the respondents were affected by diseases like cold (32%), fever (23%), stomach pain (19%), leg pain (13.3%), the rest of the problems were low in number. About 88% of the respondents were of the opinion that the disease is due to the work they do. About 68% of the respondents got medical aid from the government and 23% from private. Living conditions of the women were analysed using Kruskal Wallis Chi-Square test.

TABLE – 2

LIVING CONDITIONS- CHI-SQUARE TEST

VARIABLES	CHI-SQUARE VALUES
Type of house live in	0.219
Quality of house	0.002
Kitchen	0.863
Bathroom	5.552**
Latrine	0.002
Toilet	0.174
Waste disposal	12.908*
Drinking water	2.285
Electrified	0.744

**Source:** Based on that survey, \*Significant at 1% level, \*\* Significant at 5% level.

Based on chi-square test it can be inferred that there wasn't any significant difference in the living conditions of the respondents in the case of quality of house (0.002), type of house (0.219), kitchen (0.863), toilet (0.174), latrine (0.002), drinking water (2.285) and electrified (0.744) but for the other variables like bathroom (5.552\*\*) and waste disposal (12.098\*) there was significant difference in the living conditions of the respondents.

**WORKING CONDITIONS**

About 76% of the respondents worked for 6 days a week. Most of the respondents were working near their home so they used to walk to their work place and they did not find it difficult (77%). Most of the works done by the respondents are spinning (60%), coan winding (16%) and the rest of the work were low in number. About 87% of the respondents were temporary and the respondents worked for 12hours a day.

## JOB SATISFACTION AMONG WOMEN INDUSTRIAL WORKERS



About 85% of the respondents received benefits in the form of PF (15%) and bonus (84%). They had amenities at work place like latrine (97%), shed (65%) and drinking water (99%). In the case of accidents the company used to provide medicines (72%) gave permissions for leave (96%), resting time was given during work (41.33%) but however 81% of the respondents felt that the work was heavy. The respondents were paid extra remuneration (89.3%) for the additional work done but 96% of the respondents were of the opinion that they had no chances for promotion. About 63% of the respondents opined that the men workers earned a better wages than female workers. Around 88% of the respondents were not the members of the trade union since they did not receive any benefit.

### SOCIAL CONDITIONS

During the leisure time, around 59% of the respondents took rest but 27% did farming and 19% spend time with friends, the other variables were low in number. About 43% of the respondents were also SHG members. Around 52% were interested in movies and were not particular in attending religious ceremonies regularly (72%) and were not interested festivals and cultural activities (88%). About 45% of the respondents were of the opinion that they had equal status with that of men in decision making but 43% of the respondents were of the opinion that their husband would help them in domestic affairs.

### SATISFACTION LEVEL

The respondents were asked to mark their perception on a 5 point scale as very much satisfied, satisfied, neutral, dissatisfied and very much dissatisfied and specified numerical weights were given such as 5,4,3,2and1 respectively. The respondents were satisfied with hours of work (52%), working place (56%), medical aid (50.61%), availability of leave (85.3%), job security (96%), and time given for leisure (78.67%). But the respondents weren't satisfied with amount of wage (62.67%), quality of work (49.3%), quantity of work (50.67%), provision of amenities (66.67%) and management (49.33%). Equal number of respondents was satisfied and dissatisfied with the present job. To analyze the job satisfaction level KW test was adopted.

TABLE – 3

JOB SATISFACTION – CHI-SQUARE TEST

VARIABLES	CHI-SQUARE VALUES
Hours of work	4.610**
Amount of wage	1.204
Working place	6.905*
Quality of work	0.943
Quantity of work	2.390
Availability of medical aid	0.133
Availability of leave	0.734
Job security	0.255
Leisure time	0.002
Provision of amenities	0.027
Job satisfaction	4.777**
Management	7.189*

**Source:** Based on that survey, \*Significant at 1% level, \*\* Significant at 5% level.

## **JOB SATISFACTION AMONG WOMEN INDUSTRIAL WORKERS**



Based on Chi-Square test it was found that for the variables like hours of work (4.610\*\*) working place (6.905\*), job satisfaction (4.777\*\*) and management (7.189\*) there was a significant difference in the opinion expressed by the respondents regarding the satisfaction level, but for the rest of the variables like amount of wage(1.204), quality of work (0.943), quantity of work (2.390), availability of medical aid(0.133), availability of leave (0.734), job security(0.255), leisure time(0.002), provision of amenities (0.027) there was no significant difference in the opinion expressed by the respondents.

### **CONCLUSION**

Gender discrimination existed since men workers could earn a better wage than the women workers. Since the wages of the women industrial workers were low their living conditions were moderate. Work done by the workers was heavy. Workers were dissatisfied with the amenities provided at work spot and the management. So to improve the productivity and interest in work the wages provided to women workers should be reasonable. Promotion should be based on work performance. This not only boosts the morale but also their living conditions.

### **REFERENCE**

- Srivastava (2002) *An Empirical Study of Job Satisfaction and Work Adjustment in Public Sector Personnel*, *Delhi Business Review*, Vol. 3, No. 2, July - December
- Daljeet Singh Wadhwa, Manoj Verghese and Dalvinder Singh Wadhwa, (2011), *A Study on Factors Influencing Employee Job Satisfaction -A Study in Cement Industry of Chhattisgarh*, *IJMBS*, Vol. 1, Issue 3, September, pp. 109-111.



# Publish Research Article International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished research paper.Summary of Research Project,Theses,Books and Books Review of publication,you will be pleased to know that our journals are

## Associated and Indexed,India

- \* International Scientific Journal Consortium Scientific
- \* OPEN J-GATE

## Associated and Indexed,USA

- EBSCO
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Databse
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database

Golden Research Thoughts  
258/34 Raviwar Peth Solapur-413005,Maharashtra  
Contact-9595359435  
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com  
Website : www.isrj.net