



Study Relationship Between Demographic Variables and Job Satisfaction of Employee of Ceramic Industry

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ABSTRACT

Job satisfaction is in regard to one's feelings or state of mind regarding to the nature of their work. The source of job satisfaction is not only the job; it also creates from working environment, supervision style, interpersonal relationship, and organizational culture also. At present job satisfaction has been an important issue. People are interested to work in the organization as well as the services where they get more satisfaction. It is human behavior. But in reality how far such job satisfaction is ensured in different jobs. This study tries to analyse the relationship between demographic variables and job satisfaction. The study findings related to the demographic variables, it is concluded that demographic variables like age, gender, educational qualification, occupation, years of experience, monthly income, hours of work, overtime hours do influence the level of job satisfaction of the workers.

KEYWORDS: Job Satisfaction, Demographics variables, semi skilled worker

Introduction:

Job Satisfaction is the favorableness or unfavorableness with which the employee views his work. It expresses the amount of agreement between one's expectation of the job and the rewards that the job provides. Job Satisfaction is a part of life satisfaction. The nature of one's environment of job is an important part of life as Job Satisfaction influences one's general life satisfaction. Job Satisfaction, thus, is the result of various attitudes possessed by an employee. In a narrow sense, these attitudes are related to the job under condition with such specific factors such as wages. Supervisors of employment, conditions of work, social relation on the job, prompt settlement of grievances and fair treatment by employer. However, more comprehensive approach requires that many factors are to be included before a complete understanding of job satisfaction can be obtained. Such factors as employee's age, health temperature, desire and level of aspiration should be considered. Further his family relationship, Social status, recreational outlets, activity in the organizations etc. contribute ultimately to job satisfaction.

Objectives of the Study

The main objectives of the present investigation are:

- To study the demographic profile of the employees.
- To study the relationship between experience and the level of job satisfaction of the employees.
- To study the relationship between age and the level of job satisfaction of the employees
- To study the relationship between education and the level of job satisfaction of the employees

Research Design

Descriptive research design is adopted for the present study. Descriptive study is a fact-finding investigation with adequate interpretation. It focuses on particular aspects or dimensions of the problem studied. It is designed to get the descriptive information and provide information and formulation of more sophisticated studies. The universe of the present study is the workers of the selected ceramic industries registered under Morbi Dhruva association in Saurashtra region, Gujarat. There were 196 industries registered under Morbi Dhruva Association, out of which 5 industries were selected randomly using simple random. The total size of the universe is 3430 employees.

Sampling

The researcher adopted simple random sampling technique for selecting the sample for the study. The sample size was confirmed to 343 workers assuming that 10 percent would be significant to represent the opinion of the total workers engaged in the selected ceramic industries. (Krejcie and Morgan's, 1970). The samples were selected by the name lists provided by the administrative departments of the concerned industries. The below table shows the workers population and

sample size.

Data Analysis and interpretation:

Table 1: Distribution of the Respondents by Age

S.no	Age category	Frequency	Percent	Mean	SD
1	Below 25	10	2.9	39.65	7.14
2	26 - 35	86	25.1		
3	36 - 45	189	55.1		
4	46 and Above	58	16.9		
	Total	343	100.0		

The distribution of the respondents according to their age is shown in the above table. The table shows that 55.1 percent of the respondents belong to the age group between 36-45 years, 25.1 percent of the respondents belong to the age group between 26-35 years, 16.9 percent of the respondents age was 46 and above and 2.9 percent of the respondents age was 25 and below. The mean age of the respondents was 39.65 and standard deviation was 7.14. From the table it is clear that most of the employees' age were between 36-45 years.

Table 2: Distribution of the Respondents by Gender

S.no	Gender	Frequency	Percent
1	Male	250	72.9
2	Female	93	27.1
	Total	343	100.0

The above table depicts the gender of the respondents, which states that more than two-third of the respondents (72.9 percent) was male and rest (27.1 percent) were female. This shows that more men prefer this job rather than women, because of the nature of job and working conditions in the ceramic industry. 97 percent of the respondents belong to Muslim and only few (2.6 percent) belonged to Christian religion. The population of Hindu is more in the selected area of the study which is being reflected in the above table.

Table 3: Distribution of the Respondents by Marital Status

S.no	Marital Status	Frequency	Percent
1	Married	240	70.0
2	Unmarried	77	22.4
3	Widow	26	7.6
	Total	343	100.0

The above table indicates that majority of the respondents (70 percent) were married, less than one fourth of the respondents (22.4 percent) were unmarried and rest (7.6 percent) of them were widow. This shows

that unmarried/youth do not much prefer the job in this industry when compared to married respondents.

Table 4: Distribution of the Respondents by Educational Qualification

S.no	Educational Qualification	Frequency	Percent
1	Primary (up to 5 th STD)	86	25.1
2	Secondary (6 th -10 th STD)	208	60.6
3	Higher Secondary (11 th -12 th STD)	17	5.0
4	Graduation	13	3.8
5	Diploma /ITI/Others	19	5.5
	Total	343	100.0

The above table shows that less than two third (60.6 percent) of the respondents were secondary level educated, 25.1 percent were primary level educated and only 5 percent and 3.8 percent were educated up to higher secondary and graduation level respectively and 5.5 percent of the respondents had completed their diploma/ITI.

Table 5 : Distribution of the Respondents by Occupation

S.no	Occupation	Frequency	Percent
1	Skilled	61	17.8
2	Semi skilled	31	9.0
3	Unskilled	251	73.2
	Total	343	100.0

The above table depicts that majority of the respondents (73.2 percent) were unskilled labours, 17.8 were skilled labours and rest (9 percent) were semi-skilled labours. From this it is understood that more number of respondents were engaged in unskilled occupations. It may be because of the nature of job in the industry which requires only minimum number of skilled labourers.

Table 6: Distribution of the Respondents by Experience

S.no	Experience (in years)	Frequency	Percent	Mean	SD
1	Below 5	74	21.6	8.06	3.27
2	6 – 10	201	58.6		
3	11 and Above	68	19.8		
	Total	343	100.0		

The years of experience is shown in the above table, in which half of the respondents (58.6 percent) were having an experience between 6-10 years, less than one-fourth (21.6 percent) of the respondents were having an experience below 5 years and rest (19.8 percent) of the re-

Table 9: Educational Qualification and Level of Job Satisfaction

S. no	Educational Qualification	Job Satisfaction					Total	Mean	SD	Result
		Very High	High	Mode-rate	Low	Very Low				
1	Primary	2 2.3%	9 10.5%	46 53.5%	21 24.4%	8 9.3%	86 100.0%	124.34	20.90	ANOVA F = 4.140 (p<0.01) Sig
2	Secondary	2 1.0%	43 20.7%	58 27.9%	74 35.6%	31 14.9%	208 100.0%	121.57	24.58	
3	Hr. Secondary	0 .0%	0 .0%	6 35.3%	2 11.8%	9 52.9%	17 100.0%	103.76	26.57	
4	Graduation	0 .0%	1 7.7%	0 .0%	8 61.5%	4 30.8%	13 100.0%	107.61	18.71	
5	Diploma/ITI/others	1 5.3%	1 5.3%	5 26.3%	8 42.1%	4 21.1%	19 100.0%	113.73	25.93	
	Total	5 1.5%	54 15.7%	115 33.5%	113 32.9%	56 16.3%	343 100.0%	120.42	24.13	

The above table highlights the relationship between level of job satisfaction and educational qualification of the respondents. The table explains that, among the primary educated respondents (N=86), majority (53.5 percent) of them were having moderate level of job satisfaction and among the secondary educated (N=208), less than half (35.6 percent) of them were having low level of job satisfaction and among the higher secondary educated (N=17), more than half (52.9 percent) had very low level of job satisfaction and among the graduated respondents (N=13), majority had low level of job satisfaction and among the

respondents were having an experience above 11 years. The mean year of experience of the respondents was 8.06 and standard deviation was 3.27. From this it is understood that, employee turnover exists in this industry as the mean year is less. It may be because of the nature of job in the ceramic industry and prevailing employment opportunity in the market for unskilled workers.

Table 7: Distribution of the Respondents by Monthly Income

S.no	Income (in ₹)	Frequency	Percent	Mean	SD
1	Below 5000	14	4.1	8689.50	1902.35
2	5001 - 10000	267	77.8		
3	Above 10000	62	18.1		
	Total	343	100.0		

The monthly income of the respondents is shown in the above table, which explains that more than three fourth (77.8 percent) of the respondents were earning a monthly income between ₹5001-10000, 18.1 percent of them were earning monthly income of ₹ 10000 & above and 4.1 percent of them were earning below ₹5000 respectively. The mean monthly income was 8689.50 and standard deviation was 1902.35. Regurajan, V (2010) has stated that the impact of labour shortage will clearly mean increase in wages and more welfare facilities will have to be created to attract workers, which will ultimately lead to increase in costs.

Table 8 : Marital Status and Level of Job Satisfaction

S.no	Marital Status	Job Satisfaction					Total	Result
		Very High	High	Moderate	Low	Very Low		
1	Married	3 1.2%	37 15.4%	81 33.8%	88 36.7%	31 12.9%	240 100.0%	ANOVA F = 0.852 (p>0.05) Not-Sig
2	Unmarried	2 2.6%	13 16.9%	23 29.9%	17 22.1%	22 28.6%	77 100.0%	
3	Widow	0 .0%	4 15.4%	11 42.3%	8 30.8%	3 11.5%	26 100.0%	
	Total	5 1.5%	54 15.7%	115 33.5%	113 32.9%	56 16.3%	343 100.0%	

The level of job satisfaction in relation to the marital status of the respondents is shown in the above table, in which, it depicts that, of the 240 married respondents, 36.7 percent had low level of job satisfaction and of the 77 unmarried respondents, 29.9 percent had moderate level of job satisfaction and of the 26 widow respondents, 42.3 percent had moderate level of job satisfaction.

diploma holders, 42.1 percent had low level of job satisfaction. The mean value shows that the primary level educated (124) had better level of job satisfaction followed by secondary (121) and other levels.

The ANOVA value (F = 4.140) shows that there is a significant difference in the level of job satisfaction of the respondents in relations to their education qualification at 0.01 level. It is concluded that educational qualification influences the level of job satisfaction of the respondents. The above finding is supported by (Sukumar, 2009) there is significant

relationship between educational qualification and level of satisfaction.

Table 10: Occupation and Level of Job Satisfaction

S. no	Occupation	Job Satisfaction					Total	Result
		Very High	High	Mode-rate	Low	Very Low		
1	Skilled	5	0	32	14	10	61	ANOVA F = 0.387 (p>0.05)
		8.2%	.0%	52.5%	23.0%	16.4%	100.0%	
2	Semi skilled	0	4	17	7	3	31	
		.0%	12.9%	54.8%	22.6%	9.7%	100.0%	
3	Unskilled	0	50	66	92	43	251	
		.0%	19.9%	26.3%	36.7%	17.1%	100.0%	
	Total	5	54	115	113	56	343	Not-Sig
		1.5%	15.7%	33.5%	32.9%	16.3%	100.0%	

The occupation and level of job satisfaction of the respondents are presented in the above table, which reveals that, out of the 61 respondents who were employed in the skilled jobs, 52.5 percent were having moderate level of job satisfaction and of the respondents employed in semi-skilled jobs, 54.8 percent had moderate level of job satisfaction and 36.7 percent of the unskilled had low level of job satisfaction.

The ANOVA value (F = 0.387) shows that there is no significant difference in the level of job satisfaction with respect the occupation of the respondents at 0.05 level. It is concluded that type of job does not influences the level of job satisfaction of the respondents. This finding is controversy to the finding of Sukumar, (2009) has found that there is significant relationship between nature of job and level of satisfaction.

Table 11: Years of Experience and Level of Job Satisfaction

S. no	Experience	Job Satisfaction					Total	Result
		Very High	High	Mode-rate	Low	Very Low		
1	Below 5	2	2	27	24	19	74	Coefficient of Correlation r = 0.288 (p<0.01) Sig
		2.7%	2.7%	36.5%	32.4%	25.7%	100.0%	
2	6 - 10	2	15	78	78	28	201	
		1.0%	7.5%	38.8%	38.8%	13.9%	100.0%	
3	11 and Above	1	37	10	11	9	68	
		1.5%	54.4%	14.7%	16.2%	13.2%	100.0%	
	Total	5	54	115	113	56	343	
		1.5%	15.7%	33.5%	32.9%	16.3%	100.0%	

The above table reveals that of the 74 respondents having an experience below 5 years, 36.5 percent of them had moderate level of job satisfaction and of the 201 respondents who had an experience between 6-10 years, 38.8 of them had moderate level of job satisfaction and of the 68 respondents who had an experience above 11 years, 54.4 percent of them had a high level of job satisfaction. This shows that the respondents having higher experience were better satisfied.

The coefficient of correlation value (r = 0.288) shows that there is a significant relationship between the years of experience and level of job satisfaction of the respondents at 0.01 level. It is interpreted that higher the experience higher is the level of job satisfaction. It is concluded that experience influences the level of job satisfaction of the respondents. The above finding is supported by Beverly M. Klecker, William E. Loadman, (1999), Ali Mohammad Mosadeghrad.

Table 12: Monthly Income and Level of Job Satisfaction

S. no	Income (in ₹)	Job Satisfaction					Total	Result
		Very High	High	Mode-rate	Low	Very Low		
1	Below 5000	0 .0%	0 .0%	1 7.1%	2 14.3%	11 78.6%	14 100.0%	Chi-square $\chi^2=127.348$ (p<0.01) Sig
2	5001 - 10000	5 1.9%	21 7.9%	104 39.0%	103 38.6%	34 12.7%	267 100.0%	
3	Above 10000	0 .0%	33 53.2%	10 16.1%	8 12.9%	11 17.7%	62 100.0%	
	Total	5 1.5%	54 15.7%	115 33.5%	113 32.9%	56 16.3%	343 100.0%	

The monthly income and job satisfaction of the respondents are pre-

sented in the above table, which shows that, among the respondents who were earning an income below 5000 , majority of them had very low level of job satisfaction and among the respondents who were earning an income between 3001-10000, 39 percent of them had moderate level of job satisfaction and among the respondents who were earning an income above 10000, 53.2 percent of them had high level of job satisfaction.

The Chi-square ($\chi^2 = 127.348$) shows that there is a significant relationship between the respondents monthly income and level of job satisfaction at 0.01 level. From this it can be interpreted that higher the level of income higher is the level of job satisfaction and vice versa. The above finding is supported by Sukumar, (2009), Tamara Schweitzer, (2007).

Findings:

The findings of the study showed that most of the personal variables like age, gender, education, experience, monthly income do influence the level of job satisfaction of the workers. The findings of the study shows that 55.1 percent of the respondents belong to the age group between 36-45 years and 25.1 percent of the respondents belong to the age group between 26-35 years. More than two-third of the respondents (72.9 percent) was male and rest (27.1 percent) were female . Majority of the respondents (70 percent) were married and less than one fourth of the respondents (22.4 percent) were unmarried. The findings of the study also reveals that less than two third (60.6 percent) of the respondents were secondary level educated and majority of the respondents (73.2 percent) were unskilled labours. The study revealed that half of the respondents (58.6 percent) were having an experience between 6-10 years and more than three fourth (77.8 percent) of the respondents were earning a monthly income between ₹5001-10000 and less than half (47.2 percent) of the respondents hours of work per week was between 49-72 hours.

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