



## Work Satisfaction of Women Labourers in Farm Operations

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### ABSTRACT

*The Present research was carried out in Washim district of Maharashtra with Exploratory Design of Social Research. The sample of 100 women labourer were selected for the present study randomly. Findings of the study revealed that relatively higher proportion of the farm labourers (38.00%) were satisfied about filling seeds in gunny bags followed by the seed treatment and preparation of bundles (35.00%). Secondly, in respect of satisfied category, it was observed that, over half of the respondents were satisfied with the preparation of FYM (63%), seed treatment (50.00%) and land preparation (45.00%).*

**Keywords : Work Satisfaction, Women Labourer, Farm Operations**

### Introduction

According to 2001 census in India, there are 495 million women (48.27 % of the total population). Out of the total main worker's population, female workers comprise 22.56 per cent and out of which 60.89 per cent were marginal workers. About one-third of women do more work than men, is a matter of common knowledge, while their work remains largely under recorded, hence the real issue, therefore, is more serious. Despite their involvement in agriculture work in such a large magnitude, women have not been actively involved in the main stream of development and there is hardly any appreciation and recognition of their extensive contribution.

The position and status of women in any society is an index of the socio economic and cultural achievement of that society. There has been some change in the position of women in India over the years but these change are not uniform. The position and status of women also significantly varies from urban to rural, educated to uneducated, free and privileged class to unprivileged class and the upper economic strata to lower economic strata.

Though the position of women in India is not unique when compared to the women in other developing countries, it still present certain distinct features due to tradition, economic backwardness and long history of exploitation of women in various fields of Indian social life.

Thus, the burden shared by women for the socio-economic development is twofold, one on the domestic front and the other on the economic front. The difficulties of getting drinking water, fuel for cooking, health services etc. stand obstacles to run their domestic front smoothly. Besides, they have to adjust in a number of adverse situations while performing economic activities outside their home. According to an International Labour Organization (1964) estimation, women, perform one third of the world's counted labour.

Women labour in farm operations play an important role in development of agriculture. The efficiency of work considerably depends upon to what extent women labour are satisfied with farm operations they are doing. While, performing various activities in agriculture by farm women labour, they experienced the physical strain and fatigue. For better efficiency in farm operations, it is necessary that these works should derive satisfaction from their farm and that to with less fatigue, mental and physical strains.

Hence, it is felt necessary to probe in to the extent of work satisfaction in various activities in farm operations. The present study was planned to know level work satisfaction involved of women labourer in farm operations. An attempt was also made to know the work satisfaction of various farm operations and type involved in farm operations.

### Materials and methods

The present study was carried out in Washim and Risod Panchayat Samiti of Washim district of Maharashtra state comprising of 5 villages from Washim and 5 from Risod Panchayat Samiti. An attempt was also made to know the work satisfaction of various farm operations and type involved in farm operations. Keeping this in view, the present study was carried out with the specific objectives.

### Objectives of study

- 1) To study the work satisfaction of women labourer in farm operations, and
- 2) The relationship of selected characteristics of women labourer with work satisfaction involved in farm operations.

### Work satisfaction

Work satisfaction refers to the extent of satisfaction derived by individual women labour from the work performed in farm operations.

It was measured with help of the statements framed on vari-

ous aspect of work satisfaction. The responses was rated on five point continuum viz. highly satisfied, satisfied, undecided, dissatisfied and most dissatisfied with a numerical score of 5,4,3,2 and 1, respectively.

The sum of score on all statements indicated the work satisfaction score for that particular individual. Raw score was converted into work satisfaction index as follows:

$$\text{Work satisfaction index} = \frac{\text{Actual score} \times \text{work satisfaction obtained}}{\text{Max. obtainable work satisfaction score}} \times 100$$

The respondents were categorized on the basis of their work satisfaction into three categories with the help of equal interval method.

Sr. No.	Category	Index range
1.	Low	Upto 33.33
2.	Medium	33.34 to 66.66
3.	High	Above 66.66

### Results and discussion

Work satisfaction of women labourer in farm in farm operations

After going through the data depicted in Table 1 concluded

that the percentage of women labourer in the category of highly satisfied about filling seed in gunny bags (38.00%), followed by seed treatment and preparation of bundles (35.00%), land preparation (19.00%), preparation of FYM (16.00%), weeding and picking of pod (13.00%), spreading of FYM (9%) were very less. Secondly, in respect of satisfied category, it was observed that over half of the respondents had satisfied with the preparation of FYM (63.00%), land preparation (45.00%), seed treatment (50.00%), winnowing (41.00%), followed by 39.00 per cent were satisfied with wages earned by them. The data on continuum of un-decided, revealed that women labourer were found to be undecided with weeding (34.00%), land preparation and preparation of bundles (32.00%), after harvesting of crop bundles preparation (31.00%), spreading of FYM (27.00%), filling of seed (21.00%), picking of pod (20.00%), sowing and cutting of standing crop (19.00%), threshing of crop and winnowing, preparation of FYM (17.00%), and wages they get (16%).

It was concluded that, above one third (34.00%) of women labourer were dissatisfied about spreading of FYM, followed by 33.00 per cent in respect of wages they were getting, and 27.00 per cent of them about sowing farm operations.

It was further concluded that 37.00 per cent of women labourer were most dissatisfied about cutting of standing crop, followed by 36.00 per cent in threshing operation and equal percentage (25.00 %) of them most dissatisfied in sowing, picking of pod, and winnowing.

**Table 1. Distribution of the farm women labourers according to their activity wise work satisfaction n=100**

Sr. No.	Statements	Highly satisfied (5)		Satisfied (4)		Un-decided (3)		Dis-satisfied (2)		Most dissatisfied (5)	
		F	%	F	%	F	%	F	%	F	%
1.	Wages earn	08	8.00	39	39.00	16	16.00	33	33.00	04	04.00
2.	Farm Activities										
a)	Land preparation	19	19.00	45	45.00	32	32.00	04	04.00	-	-
b)	Seed Treatment	35	35.00	50	50.00	11	11.00	-	-	04	04.00
c)	Sowing	07	7.00	22	22.00	19	19.00	27	27.00	25	25.00
d)	Weeding	13	13.00	31	31.00	34	34.00	18	18.00	04	04.00
e)	Preparation of FYM	16	16.00	63	63.00	17	17.00	-	-	04	04.00
f)	Spreading of FYM	09	9.00	26	26.00	27	27.00	34	34.00	04	04.00
g)	Cutting of standing crop	07	7.00	19	19.00	19	19.00	18	18.00	37	37.00
h)	Picking of pod	13	13.00	30	30.00	20	20.00	12	12.00	25	25.00
i)	After harvesting of crop	08	8.00	36	36.00	31	31.00	10	10.00	15	15.00
j)	Preparation of bundles	35	35.00	29	29.00	32	32.00	-	-	04	04.00
k)	Threshing operation	08	8.00	20	20.00	17	17.00	19	19.00	36	36.00
l)	Winnowing:	08	8.00	41	41.00	17	17.00	09	9.00	25	25.00
m)	Filling seed in gunny bags	38	38.00	37	37.00	21	21.00	-	-	04	04.00

Thus, it could be concluded that few women labourer were most dissatisfied with wages they getting and seed treatment, weeding, preparation of FYM, spreading of FYM, cutting of standing crop, filling of seed, whereas majority of them had satisfied about preparation of bundles, land preparation, seed treatment, winnowing. However, majority of them were dissatisfied with wages they get and spreading of FYM. It could be concluded that majority of them were un-decided with farm operations such as weeding, land preparation and preparation of bundles, and after harvesting of crop bundles prepared.

Work satisfaction level of the farm women labourer in farm operations

The distributions of respondents according to their work satisfaction have level been furnished in Table 2.

The data in Table 2 indicates that, majority of respondents (50.00%) were moderately satisfied with the work they did in farm. However, about 46.00 per cent and 04.00 per cent of them had highly satisfied and dis-satisfied about their work, respectively.

From these findings, it can be concluded that majority of respondents had moderate satisfaction towards their work in farm. The results of Nagaratna Biradar and Sundaraswamy (1994) and Singh *et al.* (1994) have similar findings who found that the respondents were moderately satisfied with their work.

**Table 2. Distribution of respondents according to their work satisfaction level**

Sr. No.	Category	Frequency n=100	Percentage
1.	Dis-satisfied	04	04.00
2.	Satisfied	50	50.00
3.	Highly satisfied	46	46.00
	Total	100	100.00

**Relationship of selected characteristics of respondents with their work satisfaction**

With the assumption that the work satisfaction is influenced by various personal, socio- economic and situational characteristics of the respondents a coefficient of correlation was computed. The results in the form of coefficients of correlation of various independent variables and work satisfaction are presented in Table 3.

The data depicted in Table 3, revealed that out of 14 independent variables nine variables namely wages received, drudgery, family size, working condition, family type, and distance of work place from residence, pattern of employment, age, and duration of employment found to have positive and significant correlation with their work satisfaction at 0.01 level of probability. Whereas, family annual income had negatively significant correlation with work satisfaction at 0.05 level of probability.

However, among them, seven variables namely wages received, drudgery, family size, working condition, family type and distance of work place from residence, pattern of employment had positive and highly significant correlation with their work satisfaction at 0.01 level of probability, whereas as two variables viz. age and duration of employment had positive and significant correlation with work satisfaction at 0.05 level of probability, respectively. The null hypothesis was, therefore, rejected for these characteristics. Similar findings regarding working condition, Jyostna Tathod (2000) observed that working conditions had positive and significant relationship with work satisfaction.

**Table 3. Coefficient of correlation of characteristics of the respondents with their work satisfaction**

Sr. No.	Variables	'r' values
1.	Age	0.2381**
2.	Education	0.0421
3.	Marital status	0.1566
4.	Family size	0.5954**
5.	Family type	0.4288**
6.	Family annual income	-0.2045*
7.	Working conditions	0.5428**
8.	Social participation	0.0484
9.	Pattern of employment	0.3624**
10.	Duration of employment	0.1803*
11.	Distance of work place from residence	0.3642**
12.	Wages received	0.8139**
13.	Working hours	-0.0016
14.	Drudgery	0.9642**

\*\*Significant at 0.01 level of probability

\*Significant at 0.05 level of probability

The remaining four independent variables namely education, marital status, social participation did not show significant cor-

relation with work satisfaction. However, working hours had negatively and non significant correlation with work satisfaction. Therefore, the null hypothesis for these characteristics has been accepted. More or less similar findings were also reported by Nagaratna Biradar (1994) who found that a non significant relationship between age, education and marital status with work satisfaction.

These finding implies that the middle age women labourer were satisfied with their work. Middle age women were enthusiastic and interesting in farm work and so it might have reflected in work satisfaction. Working conditions had influenced positively the work satisfaction. If working conditions are reasonably comfortable, the women labourer perform their work interestingly and hence it had resulted in satisfaction about the work.

The variable distance of work place from the residence of women labourer was highly significant with work satisfaction. It indicated that nearer the work place, the women labourer found to be satisfied in the work at farm. The plausible reason for these findings may be that if the workplace is nearer to the residence, it requires less energy, it is easy to reach in time at work place and have less fatigue. Because of these factors the working women residing near by the work place might have not worried about the work and so they are satisfied with their work.

**Multiple regression analysis**

In a quest of studying the relative contribution of predictor variables to the variation of dependent variable i.e. work satisfaction, the multiple regression analysis was employed. The results of the analysis are presented in Table 4.

**Table 4. Multiple regression analysis of independent variables with work satisfaction of women labourer in farm operations**

Sr. No.	Variables	Reg. Coeff.	S.E of 'b'	't' value
1.	Age	0.0459	0.2263	0.2029
2.	Education	0.3435	0.2544	1.3503
3.	Marital status	4.3166	5.4465	0.7925
4.	Family size	2.1891	0.7078	3.0927**
5.	Family type	3.2410	3.3113	0.9788
6.	Family annual income	-0.0000034	0.00000999	-0.3382
7.	Working conditions	2.4200	0.8210	2.9476**
8.	Social participation	-0.5562	0.5424	-1.0254
9.	Pattern of employment	-2.3895	8.8724	-0.2693*
10.	Duration of employment	-0.0375	0.0313	-1.1989
11.	Distance of work place from residence	2.6598	8.7318	0.3046
12.	Wages received	1.1024	0.0989	11.1508**
13.	Working hours	-2.1289	1.3762	-1.5469

**F = 28.75964**      \*\* Significant at 0.01 level of probability

**R<sup>2</sup> = 0.8130**      \*Significant at 0.05 level of probability

It was observed from Table 4, that all 13 selected independent variables namely age, education, marital status, family size, family type, family annual income, working conditions, social participation, pattern of employment, duration of employment, and distance of working place from residence, wages, and working hours jointly could explain a variation of 81.30 per cent in work satisfaction of women labourer in farm operations as indicated by R<sup>2</sup> value (0.8130). The 'F' value for 'R' was also found to be significant at 0.01 level of probability.

Out of 13 variables, the regression coefficient, of wages received, working conditions and family size were significant at 0.01 level probabilities. Remaining variables could not influence the work satisfaction significantly. Thus, among the selected independent variables highest contribution was wages received, followed by family size, and working conditions. Whereas, pattern of employment were negatively significant at 0.05 level of probability with their work satisfaction. It had indicated that these variables have brought substantial effect on work satisfaction of women labourer.

### Conclusion

In relational analysis wages, family size, family type working conditions, distance of work place from residence, duration of employment and age were significant influencing factor of work satisfaction. In order to achieve high satisfaction, wages should be increased, employment days may be increased thought the year, their working conditions be improved by providing nose mouse, and glows to prevent dust, itching of hands etc., they should be provide transport facilities, medical aids, and improved technology.

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