



Attitude, Behaviour And Reactions of Migrated Workers To The New Socio-Cultural Atmosphere

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ABSTRACT

The motive of the study is to determine the attitude, behaviour and reactions of migrated workers to the new socio-cultural atmosphere in Erode district. This study covers 100 migrant workers working in various fields and collects responses from them. This study is started with the motive to assess the present status, attitude in new socio-cultural atmosphere and motivating factors to stay in the new environment. Data for the study is collected by presenting well-structured questionnaire in the hands of migrant workers. Results of the study indicates that present status is not found at satisfactory level and new cultural atmosphere to the migrant workers is highly affects their attitude, behaviour, reactions, perceptions and performance in the work. It is concluded that the migrant workers are feared to the new atmosphere and attitude, behaviour and reactions are highly affected.

KEYWORDS

Migrant Workers, New Socio-Cultural Atmosphere, Attitude, Behaviour.

1. INTRODUCTION

In India, economic renovation boosts unparallel development in some states, which attracts potential investment and paves the way for full employment. Lack of employment and income earning opportunities in one area forced many workers to source employment in anywhere in India. There are several push and pull factors responsible for the migration of workers from one place to another. Migration permits people not only to re-structure their socio-cultural connections, but also their awareness of self and society. It can be whispered that this will lead to development in their quality of life, concerning a series of changes of life experiences, going away their homeland, coming to a new place and beginning new lives. Migrant workers are likely to confront disjuncture and dissimilar social environment. They found themselves in diverse places and situations. The knock-on consequence of this would be that their identities are possibly to be transformed as well, possibly not instantly but absolutely over time. This study has been promoted in this direction to check the attitude, behaviour and reactions of migrant workers in new cultural atmosphere.

2. REVIEW OF LITERATURE

Madhumathi (2013) conceptualised domestic services as a major informal sector activities which assumes importance due to transformations in class relations and the development of new life style combined with unprecedented mobility of labour. Insecurity in employment coupled with low wages of male members, family migration for employment is becoming increasingly common (Momsen, 1999). Benefits are most obvious in situations where the migrant community is well recognized and has good information of local intrusive systems, resource accessibility and has established its own community based services and facilities (Williams, 2006; Glick et al., 2006; Kesten et al. 2011). Neighbourhoods can offer access to comprehensive local resources, such as schools, enabling new arrivals to expand social connections and access practical and expressive support (Clayton, 2009; Spicer, 2008).

3. OBJECTIVE OF THE STUDY

This study is carried out with the following objectives,

- To know the present status of migrant workers working in new socio-cultural atmosphere.
- To portray the demographic profile of the migrant workers working in various industries.
- To check the attitude, behaviour and reactions of migrated workers to the new cultural atmosphere.

- To identify the motivating factors on migrant workers to work in the new cultural atmosphere.

4. RESEARCH METHODOLOGY

The research design administered for the present study is descriptive research design, target population of study include migrant workers from Northern India states working in textile, construction, paper, sugar and other industries in Erode district. This study collects data from the various work patten of migrant workers, such as, labour, supervisor, machine operators, and others. Percentage analysis, graphical representation, rotated component matrix and Friedman test had been applied for data analysis.

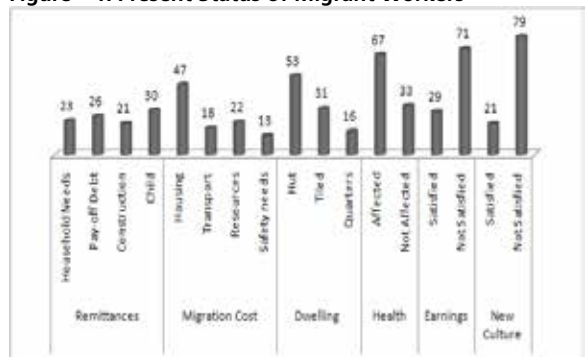
5. RESULTS AND DISCUSSIONS

The collected data is to be examined and presented in proportion to the outline framed for the purpose of conduction of the study.

5.1. Present Status of Migrant Workers

Migration is an important feature of human civilization, it reflects, human attempt to survive in the most promising conditions both natural and manmade. Migration is resulted because of discharging life in an efficient way. It seems that in the study area, mostly migrant workers are working in construction, textile, paper, sugar, hosiery and other sectors. They are provided lower wage while comparing with their local counterparts. Hence this attempted to check the present status or livelihood of migrant workers, which is presented in figure-1.

Figure – 1: Present Status of Migrant Workers



(Source: Primary data)

5.2. Analysis of Demographic Profile

The demographic profile of migrant workers is analyzed with the attributes like gender, age, education, monthly income level, nature of work, field of working and experience in their respective work.

Table No – 1: Demographic Profile of Respondents

Demographic Profile	Distribution	Sample	Frequency
Gender	Male	62	62%
	Female	38	38%
Age	18 – 25 years	21	21%
	26 – 35 years	31	31%
	36 – 45 years	30	30%
	46 & above	18	18%
Education	Illiterate	42	42%
	Primary School	28	28%
	Secondary School	27	27%
	Degree/ Diploma	3	3%
Monthly Income	Below 5,000	44	44%
	5,001 – 10,000	38	38%
	10,001 – 15,000	11	11%
	15,001 & above	7	7%
Nature of Work	Labor	52	52%
	Machine Operation	29	29%
	Supervision	10	10%
	Others	9	9%
Field of Operation	Textile Firms	39	39%
	Construction Companies	27	27%
	Paper Mills	12	12%
	Sugar Mills	13	13%
	Others	8	8%
Experience	1 - 2 years	28	28%
	3 - 5 years	29	29%
	6 - 10 years	32	32%
	More than 10 years	11	11%

(Source: Primary data)

5.3. Migrant Workers in New Cultural Atmosphere

The following rotated component matrix administered to check migrant workers position in new cultural atmosphere.

Table – 2: Rotated Component Matrix

Labels	Variables	Attitude	Behavior	Reactions	Perception	Performance
NCA21	Lack of social security	.816	.113	-.015	.114	.142
NCA23	Lack of familiarity	.812	.143	.019	.067	.097
NCA13	Dispute and exploitation from locals	.778	.236	.150	.088	.044
NCA24	Language problems	.763	.123	-.056	.115	.151
NCA15	Lack of trustworthy on us	.718	.229	.249	.088	.120
NCA14	Fear to interact with others	.661	-.035	.111	.075	.086
NCA05	Different life styles and influences	.117	.801	.081	.108	.121
NCA04	Less traditional values & beliefs	.086	.677	.043	.144	.181
NCA01	No local citizenship rights	.193	.646	.125	-.096	.064
NCA10	Lack of child welfare and education	.116	.619	.104	.152	-.028
NCA25	Social inclusion intricacies	.214	.611	.082	.048	.058

NCA06	No neighborhood recognition	.196	.577	.076	.084	.264
NCA16	Not to argue with any others	.264	.556	.156	.245	-.043
NCA12	Anonymity in the local area	.185	.553	.142	.097	.084
NCA03	Not to access proper food	.053	.533	.067	.137	.111
NCA07	Vulnerability to exploitation & abuse	.084	.165	.716	.103	.117
NCA17	Discrimination with local people	.107	.161	.711	.205	.094
NCA18	Dishonor	.105	.048	.674	.099	.112
NCA02	Complaining with union for issues	.072	.211	.536	-.021	-.041
NCA09	Exploitation in the workplace	.183	.083	-.124	.778	.321
NCA26	Seeking help from locals	.274	.113	.086	.746	.144
NCA08	Lack of legislative framework	.098	.053	.293	.685	.131
NCA19	Better standard of living	.184	.077	.118	.556	.056
NCA11	Provision of workplace benefits	.159	.072	.064	.211	.811
NCA22	Long working hours in workplace	.057	-.062	-.047	.213	.738
NCA20	Mobility status	.025	-.033	.026	.167	.645
Eigen values		6.34	4.569	1.458	1.218	1.08
% Variance		15.3	11.66	9.86	8.48	7.66
Cumulative % Variance		15.3	27.01	36.87	45.35	53.0
Cronbach's α		0.79	0.722	0.788	0.675	0.61

(Source: Primary data)

5.4. Motivating Factors on Migrant Workers

There are several factors motivating the migrant workers to stay in the new cultural atmosphere. These factors are grouped under eight heads, such as, at high wage, more employment opportunities, better occupation, earning opportunities, gaining work experience, better standard of living, getting urban exposure, and income requirement to run family. In this way, the results for which are summarized and tabulated with the null hypothesis of various motivating factors on migrant workers to stay in the new cultural atmosphere are not significantly different. On the other hand, alternate hypothesis states that various motivating factors on migrant workers to stay in the new cultural atmosphere are significantly different. Friedman test with 5% of level of significance is implemented for this analysing the data. The result attained is tabulated beneath in accordance with the order of mean rank.

Table - 3: Mean Rank Table

Motivating Factors	Mean Rank	Test Statistics
High wage	5.46	Chi-square 46.641, Df.7, Asymp.Sig.0.387
More employment opportunities	4.98	
Better occupation	3.87	
Earning opportunities for whole year	3.53	
Gaining work experience	3.12	
Better standard of living	2.77	
Getting urban exposure	2.41	
Income requirement to run family	2.07	

(Source: Primary data)

6. CONCLUSION

Present status of migrant workers is subjected with many systematic perils associated with the work and life of them. It is

existed in this study, the present status of migrant workers are not at satisfactory condition. It is found in the percentage analysis, 62% are male, and 31% of respondents are in the age group of 26-35 years. Education status reveals that 42% are illiterate, 38% of respondent's monthly income falls between Rs.5,001 – 10,000 per month. Nature of work of the respondents shows that 52% are working as labour. Field of operation of workers explains that 39% of migration workers are working in various textile firms. Experience of the respondents furnishes that 32% are having experience of 6-10 years. The exploratory factor analysis exposed those twenty six distinguishing factors on migrant workers in new cultural atmosphere and put together explains 53.01% variance in data. The Cronbach's alphas for the factors advise good reliability values that is, $\alpha > 0.5$. Friedman test acknowledged the acceptance of null hypothesis. It is clearly recognized that five factors such as, attitude, behaviour, reactions, perceptions and performance are reasonably influenced by relevant factors loaded in the factor analysis. Migrant workers are staying in the new cultural atmosphere due to the support of factors such as, high wage, more employment opportunities, better occupation, earning opportunities, gaining work experience, better standard of living, getting urban exposure, and income requirement to run family. It is concluded that the migrant workers are bunked to the new habit, new people, new culture and new living standard. Hence their perception, attitude, behaviour, performance and reactions are somewhat different and largely based on new cultural atmosphere.

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