



ORIGINAL RESEARCH PAPER

Commerce

A STUDY ON JOB SATISFACTION OF REGISTERED CONSTRUCTION WOMEN LABOURERS IN TIRUNELVELI DISTRICT.

KEY WORDS: Job Satisfaction, Construction, Female Labour, Registered Construction labour.

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ABSTRACT

India is essentially an agricultural country, as about seventy percent of the population lives in villages. Majority of the Indian rural workers are agriculture dependent, in which the share of agricultural labourers is quite high. Construction sector is viewed as a service industry. It generates substantial employment and provides growth impetus to other manufacturing sectors like cement, bitumen, iron and steel, chemicals, bricks, paints, tiles etc. In India, it employs large number of skilled, semiskilled as well as unskilled workforce due to its huge demand. The concept of job satisfaction is a comprehensive one covering attitudes of an employee towards various job factors. This paper studies the job satisfaction of registered construction women labourers in Tirunelveli District. For this purpose, primary data were collected by the researcher through interview schedule method. This chapter is designed to study the determinants such as age, marital status, educational qualification, family size, monthly income, field employed, period of payment of wages, and years of experience in work. 'One way ANOVA' and independent sample 't' test, has been used for finding out the job satisfaction of women labourers in construction fields.

INTRODUCTION

Construction Industry plays a major role in the economic growth of a nation and occupies a pivotal position in the development plan. It is the second largest contributor to the GDP after the agricultural sector. Construction sector is viewed as a service industry. It generates substantial employment and provides growth impetus to other manufacturing sectors like cement, bitumen, iron and steel, chemicals, bricks, paints, tiles etc. In India, it employs large number of skilled, semiskilled as well as unskilled workforce due to its huge demand. The workforce employed in the construction industry has to face several hardships at the work since it is one of the hazardous occupations. Women workers are equally employed in this sector especially in unskilled category for sundry and manual works. They are working at various construction and project sites that are highly dangerous in nature and thus face several issues and challenges. Their major hardships are related to health, the work-life balance, safety at work, wage discrimination, harassment, and above all, working conditions as the biggest challenge. Their skills are never upgraded to major skilled jobs in the construction industry like, mason, bar benders, carpenter, plumber, fabricator or painter etc as they are allowed to perform only certain types of work and usually they assist the male work force. The present study is undertaken to investigate the job satisfaction of registered construction women labourers in the Tirunelveli district of Tamil Nadu.

OBJECTIVES OF THE STUDY:

To analyse and interpret the job satisfaction of registered women labourers in construction field.

Hypothesis:

In order to achieve the objectives of the present study the researcher has formulated the following hypothesis.

H₀: There is no significant difference in job satisfaction towards job among the different demographic factors of construction women labour.

H₁: There is no significant difference in job satisfaction towards working condition among the different demographic factors of construction women labour.

H₂: There is no significant difference in job satisfaction towards emoluments and perquisites among the different demographic factors of construction women labour.

H₃: There is no significant difference in job satisfaction towards work relationship among the different demographic factors of construction women labour.

H₄: There is no significant difference in job satisfaction towards balancing family and work among the different demographic factors of construction women labour.

H₅: There is no significant difference in overall job satisfaction among the different demographic factors of construction women labour.

AREA OF THE STUDY

The area selected for the study is Tirunelveli District. The present study covers the women labours in agriculture field in Tirunelveli district. It is located in the southern part of Tamil Nadu and surrounded by Virudhunagar District in the north, Western Ghats in the West, Kanniyakumari District in the south and Tuticorin District in the East. The lifeline of the district river Tamiraparani feeds the district and quenches the thirst of residents of Tirunelveli and Tuticorin district.

METHODOLOGY

Methodology is a systematic way to solve the research problem. The present study aims at bringing out an analysis of job satisfaction of women labours in construction in Tirunelveli district. It is mainly based on both primary and secondary data. Researcher collected data through interview schedule method. Interview schedule is prepared by the researcher. The enumerator appointed to collect the data from respondents by using interview schedule. The interview schedule is translated into Tamil language for easy understanding purpose. It is read before the respondent (i.e. women labours in construction). The respondent gives their answers. The researcher collects the information from them. Secondary data is collected from books, journals, magazines, newspapers, circulars, Tamilnadu construction workers welfare board office, labour office, statistical department in Tirunelveli and websites.

Sampling Technique

The researcher used area wise proportionate random sampling for selecting sample respondents from the population in the study area. For this study 100 respondents were chosen from Tirunelveli District. 100 respondents are selected from registered construction women labourers and they are registered under Tamilnadu Constructions labour welfare board in Tirunelveli. They are unskilled workers (coolies, helpers). Interview schedule method is used to collect data from the respondents.

Analysis and Interpretation - Tools for Analysis

One way ANOVA, Independent sample T-test were used to analyse the data by using Statistical Package for Social Sciences (SPSS).

Job Satisfaction of Registered construction Women Labourers in Tirunelveli District

This paper studies the job satisfaction of registered construction women labourers in Tirunelveli District. For this purpose, primary data were collected by the researcher through interview schedule method. This chapter is designed to study the determinants such as age, marital status, educational qualification, family size, monthly income, field employed, period of payment of wages, and years of experience in work. 'One way ANOVA' and independent sample 't' test, has been used for finding out the job satisfaction of women labourers in construction fields.

AGE: Table 1 shows whether age is a determinant of job satisfaction of women construction labourers in Tirunelveli District.

Table -1 Age and job satisfaction of Registered Construction labour

Job satisfaction	F value	p value
Job	2.556	0.044
Working Condition	0.278	0.892
Emoluments and Perquisites	1.454	0.222
Work Relationship	2.021	0.098
Balancing Family and Work	0.109	0.979
Overall Job Satisfaction	1.237	0.301

Source: Primary data

From the ANOVA test results in table 5.1, it is found that the 'F' value for satisfaction relating to job of registered construction labour in Tirunelveli District among different age groups is 2.556, which is significant at 5% with p value of 0.044. Since p value is less than 0.05, the null hypothesis is rejected. Therefore it may be concluded that there is a significant difference in satisfaction towards job of registered construction labour in Tirunelveli District. Table 5.1 further shows that the 'F' value for satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of different age groups of registered construction labour in Tirunelveli District is 0.278, 1.454, 2.021, 0.109, 1.237, which is significant at 5% with p value of 0.892, 0.222, 0.098, 0.979, 0.301. Since p value is greater than 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is no significant difference in satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of different age groups of registered construction labour in Tirunelveli District.

Marital Status: Table 2 shows whether marital Status is a determinant of job satisfaction.

Table - 2 Marital status and job satisfaction of registered Construction labourers

Job satisfaction	F value	P value
Job	3.040	0.033
Working Condition	0.006	0.236
Emoluments and Perquisites	7.139	0.236
Work Relationship	4.033	0.374
Balancing Family and Work	4.409	0.376
Overall Job Satisfaction	1.971	0.995

Source: Primary data

From the independent sample t -test results in table 5.2; it is found that the 'p' value for satisfaction towards job of registered construction labour in Tirunelveli District with different marital status is 0.033, which is less than the 0.05. Therefore, the null hypothesis is rejected. Therefore it may be concluded that there is a significant difference in satisfaction towards job among the different marital status of registered construction labour in Tirunelveli District. Table 5.2, further shows that the 'p' value which is significant at 5% for satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall satisfaction among different marital status of registered construction labour in Tirunelveli District is 0.236, 0.374, 0.376, 0.995. Since p value is

greater than the 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is no significant difference in satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall satisfaction among the different marital status of registered construction labour in Tirunelveli District.

Educational Qualification: Table 3 shows whether educational qualification is a determinant of job satisfaction.

Table- 3 Educational qualification and Job satisfaction of Registered Construction labourers

Job satisfaction	F value	P value
Job	2.483	0.037
Working Condition	1.108	0.361
Emoluments and Perquisites	2.087	0.074
Work Relationship	0.582	0.714
Balancing Family and Work	0.203	0.960
Overall Job Satisfaction	0.862	0.510

Source: Primary data

From table 5.3, it is found that the 'F' value for satisfaction towards job of registered construction labour in Tirunelveli District having different educational qualifications is 2.483, which is significant at 5% with p value of 0.037. Since p value is less than 0.05, the null hypothesis is rejected. Therefore it may be concluded that there is a significant difference in satisfaction towards job of registered construction labour in Tirunelveli District having different educational qualifications. Table 5.3 further shows that the 'F' value for satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction having different educational qualifications of registered construction labour in Tirunelveli District is 1.108, 2.087, 0.582, 0.203, 0.862, which is significant at 5% with p value of 0.361, 0.074, 0.714, 0.960, 0.510. Since p value is greater than 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is no significant difference in satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of registered construction labour having different educational qualifications in Tirunelveli District.

Family Size: Table 4 shows whether family size is a determinant of job satisfaction.

Table - 4 Family Size and Job satisfaction of Registered Construction labourers

Job satisfaction	F value	P value
Job	6.726	0.00
Working Condition	0.631	0.597
Emoluments and Perquisites	0.040	0.753
Work Relationship	2.564	0.059
Balancing Family and Work	1.191	0.317
Overall Job Satisfaction	2.489	0.065

Source: Primary data

From the ANOVA test results in table 5.4, it is found that the 'F' value for satisfaction towards job of registered construction labour with different family sizes in Tirunelveli District is 6.726, which is significant at 5% with p value of 0.000. Since p value is less than 0.05, the null hypothesis is rejected. Therefore it may be concluded that there is a significant difference in satisfaction towards job among different family sizes of registered construction labour in Tirunelveli District. Table 5.4 further shows that the 'F' value for satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall satisfaction of registered construction labour having different family sizes in Tirunelveli District is 0.631, 0.400, 2.564, 1.191, 2.489, which is significant at 5% with p value of 0.597, 0.753, 0.059, 0.317, 0.065. Since p value is greater than 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is no significant difference in satisfaction towards working condition, emoluments and perquisites, work relationship,

balancing family and work and overall job satisfaction of registered construction labour having different family sizes in Tirunelveli District.

Monthly Income: Table 5 shows whether monthly income is a determinant of job satisfaction.

Table – 5 Monthly income and Job Satisfaction of Registered Construction Labourers

Job satisfaction	F value	P value
Job	0.344	0.794
Working Condition	0.962	0.414
Emoluments and Perquisites	1.661	0.181
Work Relationship	2.401	0.072
Balancing Family and Work	0.563	0.641
Overall Job Satisfaction	1.083	0.360

Source: Primary data

Table 5.5 shows that the 'F' value for satisfaction towards job, working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of registered construction labour earning different income in Tirunelveli district is 0.344, 0.962, 1.661, 2.401, 0.563, 1.083, which is significant at 5% with P value of 0.794, 0.414, 0.181, 0.072, 0.641, 0.360. Since p value is greater than 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is no significant difference in satisfaction towards job, working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of registered construction labour earning different income in Tirunelveli district.

Frequency of Payment of wages: Table 6 shows whether frequency of payment of wages is a determinant of job satisfaction.

Table - 6 Payment of wages and Job satisfaction of Registered Construction labourers

Job satisfaction	F value	P value
Job	2.646	0.076
Working Condition	0.395	0.675
Emoluments and Perquisites	0.073	0.930
Work Relationship	0.754	0.473
Balancing Family and Work	0.001	0.999
Overall Job Satisfaction	0.198	0.821

Source: Primary data

Table 5.6 shows that the 'F' value for satisfaction towards job, working condition, emoluments and perquisites, work relationship, balancing family and work and overall satisfaction among different frequency of payment of wages of registered construction labour in Tirunelveli district is 2.646, 0.395, 0.073, 0.754, 0.001, 0.198 which is significant at 5% with p value of 0.076, 0.675, 0.930, 0.473, 0.999, 0.821. Since p value is greater than 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is no significant difference in satisfaction towards job, working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction among different frequency of payment of wages of registered construction labour in Tirunelveli district.

Years of Experience: Table 7 shows whether the years of experience is a determinant of job satisfaction.

Table – 7 Years of Experience and Job Satisfaction of Registered Construction labourers

Job satisfaction	F value	p value
Job	0.719	0.581
Working Condition	0.417	0.796
Emoluments and Perquisites	1.596	0.182
Work Relationship	1.200	0.316
Balancing Family and Work	0.350	0.844
Overall Job Satisfaction	0.444	0.776

Source: Primary

Table 5.7 shows that the 'F' value for satisfaction towards job, working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of registered construction labour having different years of experience in Tirunelveli district is 0.719, 0.417, 1.596, 1.200, 0.350, 0.444, which is significant at 5% with p value of 0.581, 0.796, 0.182, 0.316, 0.844, 0.776. Since p value is greater than 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is no significant difference in satisfaction towards job, working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of registered construction labour having different years of experience in Tirunelveli district.

Findings:

- Age is a significant variable in determining satisfaction towards job of registered construction labour in Tirunelveli District.
- Age is not a significant variable in determining the satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of registered construction labour in Tirunelveli district.
- Marital status is a significant variable in determining satisfaction towards job of registered construction labour.
- Marital status is not a significant variable in determining satisfaction towards condition, emoluments and perquisites, work relationship, balancing family and work and overall satisfaction of registered construction labour.
- Educational qualification is a significant variable in determining satisfaction towards job among registered construction labour in Tirunelveli District.
- Educational qualification is not a significant variable in determining the satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of registered construction labour having different educational qualifications in Tirunelveli District.
- Family size is a significant variable in determining satisfaction towards job of registered construction labour in Tirunelveli District.
- Family size is not a significant variable in determining the satisfaction towards working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of registered construction labour in Tirunelveli District.
- Monthly income is not a significant variable in determining the job satisfaction of registered construction labour in Tirunelveli District.
- Frequency of payment of wages is not a significant variable in determining the job satisfaction of registered construction labour in Tirunelveli District.
- Years of experience is not a significant variable in determining the satisfaction towards job, working condition, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of registered construction labour in Tirunelveli district.

Summary

Women are the major contributors in agriculture and its allied fields. Her work ranges from household and family maintenance activities, to transporting water, fuel and fodder. Women's status is low by all social, economic and political indicators. The low earning of those women cannot meet with their daily needs. They live under unhygienic environment which results dangerous diseases. It is the need of the hour that government and NGO's must come forward to improve the life of women agricultural labourers.

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