

A STUDY ON WORK SATISFACTION OF MIGRANT LABOURERS

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Abstract

Job satisfaction is an important indicator of how workers feel about their work. It typically refers to the attitude of a single worker. It is an important factor which effects productivity of an organization. This study measures the job satisfaction of the outside workers who are working in Kerala. The analysis of the schedule gives an idea about the job satisfaction of the outside workers. Percentage analysis and chi square are the tools that are used for analysing the data and they were presented by of bar diagrams and pie diagrams in order to have better understanding. The various facilities which are offered to migrant labourers were also studied. Miseries of migrant labourers worsen amid coronavirus pandemic and lockdown. The repercussions of the COVID-19 crisis for low skilled migrant labourers have been devastating. Loss of jobs, lack of social security and being stranded in an alien city or state will be problems that the country will have to grapple with well beyond the post COVID-19 world. While migrant labourers are being forced to leave cities in north India in droves in the wake of COVID-19 outbreak, The Kerala government has been taking proactive steps to ensure the welfare of guest workers in the state , right from undertaking health screening , delivering food or food items and setting up help desk to allay their concerns. The Kerala government has opened its first residential project for migrant labourers, names it “APNA GHAR” to make migrant workers feel at home.

Key words : Job satisfaction, Migrant labourers,

1. Introduction

Migrant labourers are those who come from other states or countries for work. A large number of outside labourers from West Bengal, Orissa and Assam etc. come to Kerala in search of employment. Besides these places workers from Jharkhand, Chhattisgarh , Tamil Nadu also

migrate to Kerala for better livelihood and fair wages. Poor economic conditions in the native place and high wage rates and better employment opportunities in Kerala have been identified as the main reason of migration to Kerala.

There were around 2.5 million internal migrants in Kerala according to the study conducted by “Gulati institute of finance and taxation “in the year 2013. Every year the migrant workers population in Kerala increases by 2.3lakh people.

Sustained job opportunities, comparatively peaceful social environment relatively less discriminatory treatment of workers, direct trains from native states, the ease with which the money they earn can be transferred home and the penetration of mobile phones cutting short the distance from homes influenced the migration to Kerala.

Majority of workers are placed in sectors like construction, automobiles, agricultural, manufacturing and production activities. The migrants are primarily captivated by better living conditions than in other states. The average wage ranges varies from rs.200 to rs.300 for different professions in states across the country but employers in Kerala do not pay below rs.600 for any job.

A person while working in the organization may face different situations which may be favourable or unfavorable. Job satisfaction of the worker is considered to be an important factor for the success of an organisation. This project deals with an overall assessment of satisfaction level, various facilities and problems faced by migrant labourers.

2. Objectives of the Study

1. To know the job satisfaction level of the migrant labourers.
2. To understand the various facilities provided to them.
3. To study the various problems faced by them.

3. Hypothesis of the study

H₀: There is no association between age and level of satisfaction.

H₁: There is an association between age and level of satisfaction.

H0: There is no association between marital status and level of satisfaction.

H1: There is an association between marital status and level of satisfaction.

H0: There is no association between educational qualification and level of satisfaction.

H1: There is an association between educational qualification and level of satisfaction.

4. Research Methodology

This study is conducted to evaluate the satisfaction of the migrant labourers working in Kerala. Both Primary and secondary data were used for the study. Primary data was collected directly by using interview schedule. Secondary data was collected from the published sources such as newspapers, journals, magazines, internet etc. The method of sampling used for the data collection is quota sampling method. The size of the sample used is 50. The data collected was analysed and tabulated by using percentage analysis method and chi-square test and they were shown by the way of bar diagrams and pie diagrams in order to have better understanding.

5. Rationale of the Study

Kerala is witnessing large inflow of migrant labours from different parts of the country. They have to face many challenges and exploitation. This study examines to what extent the migrant labourers are satisfied or dissatisfied with the treatment given to them by their co- worker, supervisors, government etc. The problem which needs greater attention is that do these lesser educated semi-skilled or unskilled migrant labourers feel comfortable to work here. This study is conducted for analysing the job satisfaction and problems faced by them and also to suggest appropriate steps to be taken by the concerned authorities for solving the problems of migrant workers in Kerala.

6. Data Analysis and Interpretation

- It reveals from the analysis that out of 50 respondents, 20 percent falls under the age group 15 to 25.48 percent (highest frequency) fall under the age group 25 to 35.22 percent comes under the age group 35 to 45 and only 10 percent belongs to 45to55 age group.
- 86 percent of respondents were males.

- 64 percent are married, 32 percent of respondents are unmarried and 4 percent are separated.
- The analysis reveals that 68 percent of respondents have educational qualification of below 10th.
- The analysis reveals that 58 percent of respondents are working for a period of 1to5 years.
- On the basis of nature of job, respondents are classified into 5 categories, among them 44percent of the respondents belongs to construction sector.
- Among the total respondents, 46 percent of them migrate due to better wages.
- Out of 50 respondents, 58 percent of them face heavy workload.
- The analysis showed that 54 percent of the respondents face the problem of labour insurance.
- Among the total respondents, 52 percent are not availed with non-monetary benefits.
- 68 percent of respondents are paid in cash.
- 50 percent of respondents has an opinion that supervisors are moderately cooperative towards workers.
- 48 percent of respondents visit their native place within a period of 1-2 years.
- 44 percent of respondents are frequently appreciated by their higher authorities.
- 62 percent of respondents get informed about changes in work environment.
- The analysis reveals that76 percent of respondents are satisfied with the payment they earn.
- Among 50 respondents, nobody shows any dissatisfaction with flexibility and freedom.
- 50 percent has neutral opinion with mode of supervision.
- 50 percent of respondents are satisfied with working hours.
- Among the respondents,50percent has neutral opinion with their relation with co-workers.
- 60 percent of respondents are satisfied with job security.
- 52 percent of respondents has no languages problem
- 34 percent of them rarely have to do overtime work
- Among the total respondents, 34 percent are rarely getting inequitable wages.

- 38 percent of respondents sometimes suffer with increase in workload.
- The analysis shows that 52 percent of respondents never faced physical harassment.
- 46 percent of respondents never faced any discrimination from local people.
- Most of the workers are highly satisfied with various factors like food , medical, leave and accommodation facilities.
- 62 percent of them are satisfied with safe and secure working conditions.
- 48 percent of respondents are satisfied with grievance mechanism.
- The analysis reveals that, 56 percent of respondents shows a overall satisfaction towards their job.
- Chi-square test result- there is no significant relationship between age of the respondents and their level of satisfaction.
- Chi –square test result- there is no significant relationship between marital status and their level of satisfaction
- Chi – square test result- there is no significant relationship between educational qualification and their level of satisfaction.

7. Limitations of the Study

- a. The workers are reluctant to give confined information
- b. Difficulty in communication due to language barrier.
- c. Women respondents were shy as well as afraid to respond.

8. Suggestions

- Overtime workers should be given extra payments.
- The supervisors and contractors make sure that the workers have taken labour insurance.
- Provide equal wages to all.
- Care must be taken to settle workers grievances.
- Supervisors should take steps to minimize the workers workload.

9. Conclusion

Migrant labourers form a major section of Kerala's human workforce. This paper is based on the job satisfaction of migrant workers in Kerala. It is based on the data collected from sample of

fifty workers which is collected through primary survey. From this analysis it is understood that most of the workers are satisfied with the income that they earn and it also contributes a major factor for migration. It is revealed that they face problems with heavy workload, overtime work and often discrimination from local people. Most of the respondents shows an overall satisfaction towards their job and it is also understood that age, marital status and educational qualification of respondents has no relation with their level of satisfaction.

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