

## A STUDY ON JOB SATISFACTION AMONG WOMEN WORKERS WORKING AT VARIOUS SPINNING MILLS LOCATED AT RAJAPALAYAM TALUK

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### Abstract

*Women in India today are equal and status to men they play a vital role in every walk of life the women who adopt a carrier in life are called working women they working all area like administration industry, technology, education and even army and politic. Modernized dimensions of knowledge and skills are added every day with an increased understanding of new variables & their interaction in the field of job satisfaction has become much more difficult to realize in the manufacturing sector. Women Employees have proved themselves equally successful in all fields as rightly mentioned by the father of scientific management Mr.F.W.Taylor's (1911) approach regarding to the term called job satisfaction which are based on a most sensible & basically gloomy philosophy that man is motivated by money alone not in cordial relationship with which the workers are essentially thoughtless & unflappable & such employees are being satisfied with their work only if they get higher economic benefit from it. But with the passageway of Scientific Management Father Taylor's uniquely monetary approach has been transformed to a much more humanistic approach. Such new thoughts has followed up in the upcoming long way from a simple explanation based on not only wealth or money but also to a more realistic but complex approach to the concept called job satisfaction.*

*This research paper especially focuses on job satisfaction among women workers' working at various spinning mills located at Rajapalayam Taluk.*

**Key Words:** *Technology, Education, Job Satisfaction, Motivation and Administration*

### Introduction

The term job satisfaction was fetched up and renowned by Hop pock (1935). Job satisfaction is a combination of psychological, physiological & environmental circumstances that cause a person to say about how long he / she being satisfied with their carrying job. Locke a renowned personality in the concept of job satisfaction and defined the concept of job satisfaction as a "gratifying or confident sensitive state results from the appraisal of one's job or related to their job experiences".

Iyappan et al (2016) explain the empowerment of women is positioned in providing them an equal opportunity in setting the limits of job scope. This study clearly underlines that fact that job satisfaction varies with women.

To such that extent a person's job must fulfill his leading need & also it is consistent with his / her expectations & values related to the job performed in an organization will be satisfying all the needs. Commonly, women migrant workers do unskilled jobs especially domestic works. They face work difficulties, including language problem, personal relationship between the employer-employee, and their home sickness.

Supporting the family and gaining prestige in the lifestyle was the most significant aspect of women entrepreneurs (Iyappan et al, 2016) and these factors make them to take calculated risks and the same can be applied while defining the attributes for Job satisfaction.

The inequality of the employer-employee relationship is further illustrated by the non-contractual arrangement of what constitutes household tasks and what does not. Employers decide what the duties are to be. Further, there are no officially agreed rules on the number of hours to be worked each day. Workers' welfare work aims at providing such service facilities and amenities which enable the workers employed in an organization to perform their work in healthy congenial

### **Objectives of the Study**

#### **Primary objectives**

- To study the job satisfaction among women worker's working at various spinning mills located at Rajapalayam Taluk.

#### **Secondary objectives**

- To analysis the factor which influences the job satisfaction of women worker's worker's working at various spinning mills located at Rajapalayam Taluk.
- To identify the level of job satisfaction of women worker's worker's working at various spinning mills located at Rajapalayam Taluk.
- To gives suggestion for the growth and perspectives based on the findings..

### **Study's Scope**

In the study covered job satisfaction is an interesting and significant area for conducting research. The Scope of study helps the researcher to identify the factors which is the satisfaction women worker's. This report is useful to the management of various spinning mills to know satisfaction level of women worker's and they can take measure to increase productivity.

This study especially focus only spinning mills which are located in Rajapalayam Taluk and also focuses only on women workers who are all working in spinning mills.

### **Need of the Study**

The study is needed to find out the satisfaction level of the women workers in their job. Today many women workers are having stress in their job physically. This study helps

the organization for identifying the area of unhappiness of job of their employees. This study is also helpful for the organization for conducting further research among the motivation and other human resources activities of the employees in the respective organization. Furthermore it is helpful to identify the employer's level of satisfaction towards welfare measure.

#### **Limitation of the Study**

- This study has been conducted only among women workers.
- The study only covers Rajapalayam Taluk only.
- This study also focused only on spinning mills not covering others fabrics mills.

#### **Literature Review**

Locke (1976) "Job satisfaction and burnout are important areas of study for social work because of the humanitarian values of the profession and the nature of social work practice which deals with helping clients in stress situations. Nevertheless, within the profession of social work, there is less research on job satisfaction when compared to burnout."

Maslach (1982) discusses the relationships of the individual/ demographic, job/work related and environmental factors to these two concepts based on job satisfaction and burnout are particularly relevant for the present medical social workers working in hospitals.

Herzberg (2003) a familiar management guru in the field of motivation also states about that the job satisfaction can be achieved by using two factors theory: "motivation" and "hygiene". Hygiene issues can minimize job dissatisfaction but do not cause job satisfaction. Hygiene factors include company policies, supervision, salary, interpersonal relations and working conditions. They are variables related to the worker's environment. On the other hand, motivation factors intrinsic to the job and job content have the power to increase job satisfaction. The motivation factors are achievement, recognition, the work itself, responsibility and advancement.

Barber (1986) indicates twelve major factors of job satisfaction which are similar. According to him, the correlates of job satisfaction are: the work itself, sense of achievement or job challenge, responsibility, recognition, advancement or promotion, salary, job security, good working conditions, supervision, relationship with co-workers, organizational policies, managerial and workers commitment to organizational goals and policies.

Spector (1997), on the other hand, says the causes of job satisfaction can be grouped into two main categories. The first category is the job environment and factors associated with the job. This includes how people are treated, the nature of job tasks,

relations with other people in the work place and rewards. The second category is the individual factors that the person brings in the workplace.

## Research Methodology

### Research Design

Descriptive research includes surveys and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present. The descriptive research was followed in this study.

### Data Collection

#### Primary data

The Primary data are those which collected afresh and the first time, and thus happen to be original in character. The questionnaire was Primary data for this study.

#### Secondary data

The Primary data are those which have already been collected by someone else and which have already been passed through the statistical process. Secondary data was collected form internets, various books and company records.

### Sample Design

A sample design is infinite plan for obtaining a form a given population. The sampling design used in this study simple random sampling.

### Sampling Unit

All items in any field of inquiry constitute or population. The population or universe can be finite or infinite. The population is said to finite if it consist of a fixed number of elements so that is possible to enumerate it in it's totally. The sample unit taken is 100 women workers who are all working in 5 spinning mills located at Rajapalayam Taluk.

### Statistical Tools

The statistical methods, which are used, for the researches are: Percentage analysis & Chi square test

### Data Analysis and Interpretation Based on Percentage Analysis

Table 1 showing about the age wise classification

S.No	Particulars	No. of respondents	Percentage
1	Below 20 year	10	10%
2	21-30 year	30	30%
3	31-40 year	37	37%
4	Above 40 year	23	23%
<b>Total</b>	<b>100</b>	<b>100%</b>	

From the above table it is clear that 37% of respondents belong to the age group of 31-40 years; 30% of respondents belong to the age group of 21-30 years; 23% of respondents belong to the age group of above 40 years; 10% of respondents belong to the age group of below 20 years

**Table 2 showing about the marital status classification**

S.No	Particulars	No. of respondents	Percentage
1	Married	52	52%
2	Unmarried	48	48%
<b>Total</b>	<b>100</b>	<b>100%</b>	

From the above table it is clear, that 52% of the respondents fall under the category of unmarried; remaining 48% of the respondents belong to married category.

**Table 3 showing about the educational classification**

S.No	Particulars	No. of respondents	Percentage
1	Illiterate	38	38%
2	Primary	44	44%
3	Higher Secondary	18	18%
<b>Total</b>	<b>100</b>	<b>100%</b>	

From the above table it is clear, that 44% of the respondents are having Primary Education; 38% of the respondents are Illiterate; remaining 18% of the respondents are having higher secondary education.

**Table 4 showing about the Experience wise classification**

S.No	Particulars	No. of respondents	Percentage
1	Below 5 year	28	28%
2	5-10 year	18	18%
3	10-15 year	36	36%
4	Above 15 year	18	18%
<b>Total</b>	<b>100</b>	<b>100%</b>	

From the above table it is clear, that 36% of the respondents are having 10-15 years of experience; 28 % of the respondents are having below 5 years of experience, 18% of the respondents are having 5-10 years of experience and other 18% of the respondents are having above 15 years of experience.

**Table 5 showing about the income wise classification**

S.No	Particulars	No. of respondents	Percentage
1	Below Rs. 3000	12	12%
2	Rs.3000-5000	34	34%
3	Rs.5000-7000	32	32%
4	Above Rs.7000	22	22%
<b>Total</b>	<b>100</b>	<b>100%</b>	

From the above table it is clear, that 34% of the respondents are earning Rs. 3000-5000; 32% of the respondents are earning Rs. 5000-7000; 22% of the respondents are earning above Rs. 7000; and the remaining 12% of the respondents are earning below Rs. 3000 of income per month.

**Table 6 showing about the Family size classification**

S.No	Options	No. of respondents	Percentage
1	Less than 4	38	38%
2	4-6	32	32%
3	7-9	18	18%
4	Above 9	12	12%
<b>Total</b>	<b>100</b>	<b>100%</b>	

From the above table it is clear, that 38% of the respondents are Less than 4; 32% of the respondents are 4-6; 18% of the respondents are 7-9; remaining 12% of the respondents are above 9.

### Data Analysis and Interpretation Based on Chi - Square Test

#### Relationship between income and job satisfaction

H0: There exist no significant difference between the income of the respondents and their level of job satisfactions.

H1: There exist significant difference between the income of the respondents and their level of job satisfactions.

Income wise classification	Job satisfaction					Row total
	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	
Belowe-3000	6	2	1	2	0	11
3000-5000	18	6	4	4	1	33
5000-7000	17	6	4	4	2	23
Above7000	12	5	3	3	0	23
<b>Column total</b>	<b>53</b>	<b>19</b>	<b>12</b>	<b>13</b>	<b>3</b>	<b>100</b>

**Calculation:**

$$E = (\text{Row Total} * \text{Column Total}) / \text{Grand Total}$$

$$\chi^2 = \sum (O-E)^2 / E$$

Table showing significant between the income of the respondents and their level of job satisfaction

Observed frequency	Expected frequency	(O-E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
6	5.83	0.17	0.029	0.005
2	2.09	-0.09	0.008	0.004
1	1.32	-0.32	0.102	0.077
2	1.43	0.57	0.325	0.227
0	0.33	-0.33	0.109	0.330
18	17.49	0.51	0.260	0.015
6	6.27	-0.27	0.073	0.012
4	3.96	0.04	0.002	0.001
4	4.29	-0.29	0.084	0.019
1	0.99	0.01	0.0001	0.0001
17	17.49	-0.49	0.240	0.014
6	6.27	-0.27	0.073	0.012
4	3.96	0.04	0.002	0.001
4	4.29	-0.29	0.084	0.019
2	0.99	1.01	1.020	1.030
12	12.19	-0.19	0.036	0.003
5	4.37	0.63	0.397	0.091
3	2.76	0.24	0.058	0.021
3	2.99	0.01	0.0001	0.0001
0	0.69	-0.69	0.476	0.689
<b><math>\sum_{oij}=100</math></b>				$\sum=(O-E)^2/E$ = 2.759

$$\sum_{oij}=100 \quad \sum=(O-E)^2/E = 2.759$$

Degree of freedom = [(r-1) (c-1)]- No. of Pooled Observations

$$= [(4-1)*(5-1)] - 4$$

$$= [3*4] - 4 \Rightarrow 12 - 4 \Rightarrow 8$$

Calculated Value = 2.759

Table Value = 15.51

H1 is rejected and the Result is: There exist significant different between the income of the respondents and their level of job satisfactions.

### Findings

#### 1. From the percentage analysis:

- 37% of the respondents are belonging to the age group of 31-40 years.
- 52% of the respondents are under the category of unmarried.
- 44% of the respondents are Primary educational qualification.
- 36% of the respondents are 10-15 year of experience of company.
- 38% of the respondents are Excellent in working environment.
- 46% of the respondents are high securing in our jobs in company.
- 41% of the respondents are strongly agreed in satisfaction salary.
- 54% of the respondents are highly satisfied in overall satisfaction with your jobs.
- 44% of the respondents are recognition factors to motivate in company.

#### 2. From the Chi - Square test,

- There is a significant difference between the income of the respondents and their level of job satisfaction.

### Suggestions

- Adequate improvement is requiring with regard to the facilities like, lighting, rest room, interval time, bonus and incentives facilities of the workers.
- Organization has to provide fresh and cool drinking water to their employees.
- Organization has to avail leave facilities to their employees based on their personal requirements.
- Most of the companies should provide proper transport facilities to their women workers.

### Conclusion

Even though the satisfaction level is very high, there are some expectations from the very high there is some expectations from the workers as well as the organization. The organizations should provide welfare facilities and should be revised periodically in order to retain the employees. It is really a change for HR to retain the employees in the organization. In this study it was found that most of the women workers' are interested in the organisation and not comfortable with the welfare measure provided by the company.



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