JOB SATISFACTION AMONG WOMEN EMPLOYEES IN HOME MADE TEXTILE UNITS AT KARUR DISTRICT- A STUDY

Dr.P.Christuraj,

ASSOCIATE PROFESSOR , Dept. of Sociology and Social work
Annamalai University

Abstract:

The success of any organization is highly dependent on how it attracts recruits, motivates, and retains a high performing workforce. It is important to keep the employees happy and satisfied and also to ensure the quality of work life at the work place. Job satisfaction and quality of work life needs to be addressed positively to keep them motivated to contribute to the organizational effectiveness and growth. Job Satisfaction life refers to the quality of relationship between employees and the total working environment and whereas job satisfaction refers to the amount of positive effect or feeling that individuals have towards their jobs. The present study investigates about the job Satisfaction of the women Employees by reviewing various studies conducted in this area. The study is purely based on secondary data.

Although women work for longer hours and contribute substantially to family income, they are not perceived as workers by either the women themselves. According to International labor organization (ILO), 2/3rd of the working hours around the world are worked by women because of the combination of various roles in the workplace, family and in the society. Due to this burden she may end up in some physical and psychological distress. Job satisfaction is the amount of pleasure or contentment associated with experience high job satisfaction, if she dislikes job intensely she feels job dissatisfaction. The garment factory occupies a unique place in our country, the garment industry contributes 16.63% of India export and earning around 45%of this comes from garment export, and it is the second largest employment after agriculture, its vast potential for creation of employment opportunities in rural and urban area particularly for women, there are around 28,000 garment factory in India and provides employment to around 3.5million people across the country .In Tamilnadu at Karur district 75% of the Textile workers are women. The purpose of this study was to explore the job satisfaction of women employees in Homemade Textile unit. The sample size is 50 respondents were from various Textile units of
Karur District. The data was collected based on Self Prepared questionnaires. As a result, job satisfaction status and the absolute as well as relative importance of factors contributing to satisfaction level are expected to change.

**Key words: Job Satisfaction, Work environment, organization effectiveness.**

**Introduction:**

Job satisfaction can be defined as an employee's attitude towards the job. Job satisfaction is the end of feeling of a person after performing a task. To the extent that a person's job fulfils his dominant needs and it's consistent with his expectations and values, the job will be satisfying. The feeling would be positive or negative depending upon whether need is satisfied or not. Job satisfaction is an attitude that reflects the extent to which an individual is gratified by or fulfilled in his/her job. In simple words, job satisfaction essentially reflects the extent to which an individual likes his or her job. Job satisfaction is an affective or emotional response toward various facts of one's job. It implies that job satisfaction is not a unitary concept. Rather a person can be relatively satisfied with one aspect of his or her job and dissatisfied with one or more other aspects. Thus, we can differentiate at least two aspects of job satisfaction — facet satisfaction and overall satisfaction. Facet satisfaction is the tendency for an employee to be more or less satisfied with various facets of his or her job. Some of these important facets are: the work itself, salary, promotions, recognition, the work itself, working conditions, job security, supervision, and co-workers. On the other hand, an overall satisfaction is an overall, or summary, indicator of a person's attitude toward his or her job that cuts across the various facts. In a sense, overall satisfaction is an average or total of the attitudes individuals hold toward various facts of the job.

**Job Satisfaction:**

Job satisfaction describes how much extent an individual is pleased, comfortable or satisfied with his or her job. It is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. ... It is clear from previous studies that how **Job Satisfaction** is important for any organizations.
Measuring. The Job Descriptive Index (JDI), is a specifically cognitive job satisfaction measure. It measures one's satisfaction in five facets: pay, promotions and promotion opportunities, coworkers, supervision, and the work itself.

The top 10 factors are:

- Appreciation for your work
- Good relationships with colleagues
- Good work-life balance
- Good relationships with superiors
- Company's financial stability
- Learning and career development
- Job security
- Attractive fixed salary
- Interesting job content
- Company values

Employee satisfaction describes the level of happiness workers experience. Employee satisfaction is an important element within business because it directly relates to the productivity of employees. Workers who experience high employee satisfaction are generally more productive than unsatisfied workers.

Job satisfaction is defined as the extent to which an employee feels self-motivated, content & satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work life balance.

Job satisfaction is an individual's emotional response to his or her current job condition, while motivation is the driving force to pursue and satisfy one's needs. Managers can help employees achieve overall job satisfaction, which, with the employee's internal motivation drive, increase performance on the job.

Causes of Job Dissatisfaction are:

- Underpaid.
- Limited Career Growth.
- Lack of Interest.
- Poor Management.
- Unsupportive Boss.
Lack of Meaningful Work.
Opportunities for growth or incentives for meaningful work.
Work and Life Balance.

**Personal Determinants:**

- Personality: Individual psychological conditions determine the personality.
- Age: Age is a significant determinant of job satisfaction.
- Education: Education provides an opportunity for developing one's personality.
- Gender Differences: The gender and race of the employees determine Job satisfaction.

**Job satisfaction** refers to the positive attitudes or emotional dispositions people may gain from work or through aspects of work. There are essentially two **types of job satisfaction** based on the level of employees' feelings regarding their **jobs**.

**REVIEW OF LITERATURE:**

A Study was conducted by Dr. J.T Vyas says that “Job satisfaction is function of perceived performance and expectation. It is a person feeling of pleasure or disappointment resulting from comparing a product outcome to his/her expectation the employee is dissatisfied and if it matches the expectation the employee is satisfied.

A Study was conducted in BRAC University in Thailand. This study aims at identifying the factors of global technological change on female textile and garment workers. It covers three impacts area such as job security, job satisfaction and work relations. It found that factors concerning job security, job satisfaction and work relation together are significantly related to the overall socio-economic living in female garment workers in Thailand.

A research study conducted by Society Human Resource Management (2012) it was found that communication between employees and senior management was very important to employee job satisfaction. As organization emerge from the recession is important for senior management team to communicate effectively about the organization goals, policy and vision. It provides employees with direction, trust and respect. Employees need to be encouraged to do so without fear.

A Study was conducted in university of agriculture, Faisalabad. With an objective to assess the level of satisfaction of working women in export garment factory. The result found that respondents were facing the problems of bad behavior of supervisors, harassment, mental torture which leads to depression. Based on result it was concluded that the majority of the respondents felt their job was
not secure. Mostly factory workers agreed that they were offered job promotion on the basis of sexual favour.

Kwenin conducted a research and explains that job performance of the organization is largely based on people skills, talents and level of experience. Training and provision of appropriate human resources policies is fundamental in achieving proficiency and job satisfaction among staffs and it increase organizational performance.

**Determinants of Job Satisfaction**

1. **Nature of job:** When people with right kind of abilities are posted at right job, there are high chances that they are satisfied and happy.
2. **Working Conditions:** Employees spend most of their time at the office. Therefore, it is really necessary that the company must optimize the working conditions.
3. **Balanced lifestyle:** When workloads and stress start to consume a mans time for personal life, it leaves them mentally exhausted and restless. So it is important to provide facility to balance professional and personal life,
4. **Space for growth and career development:** Employees are more satisfied with their current job if they see a path available to move up the ranks in the company and be given more responsibility and along with it higher compensation
5. **Pay:** Employees often see pay as a reflection of how management views their contribution to the organization. Fringe benefits are also significant, but they are not as influential. An employee who gets right amount of payment according to their job is motivated to continue working.
6. **Nature of work group:** Relation with fellow workers and superiors have impact on Job Satisfaction. If there is a cordial relation with them, this will result in improved Job Satisfaction and vice versa,
7. **Employee Morale:** If the employee morale in the organization is higher, satisfaction with the job is likely to be higher and vice-versa. This will result in reduces absenteeism and labor turnover.

**STATEMENT OF THE PROBLEM:**

Now-a-days employees are dissatisfied with the several functions of the job and dealing with social relationship in the concern. Inefficiency of employees affects productivity of the concern. Trained and experienced employees are changing to other concern due to low pay, poor welfare facilities, poor working environment. The employer has to spend huge amount to satisfy the employees by providing various facilities. Poor quality of work may leads to job dissatisfaction. Organizations are
required to adopt a strategy to improve the satisfaction level of employees. Therefore, this study helps to analyse the satisfaction level of women workers towards their work in Karur Textile units.

**OBJECTIVES OF STUDY:**

1. To know the various factors influencing the job satisfaction of employees.
2. To know the satisfaction level of employees working condition and welfare facilities.
3. To analyse the overall satisfaction level of an employees.

**METHODOLOGY:**

The research design chosen is Descriptive in nature. The universe of the study comprises of Women employees working in Homemade Textile units in Karur district of Tamilnadu. A sample of 50 employees from various Oven Textile Units was selected as respondents. In this study, the primary data was collected through questionnaire which consists of both open ended and close ended questions. The secondary data was collected from journals and websites.

**DATA ANALYSIS AND INTERPRETATION:**

**Table No:1: Educational Qualification**

<table>
<thead>
<tr>
<th>Demographic Factors</th>
<th>No.of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illiterate</td>
<td>29</td>
<td>29%</td>
</tr>
<tr>
<td>Literate</td>
<td>21</td>
<td>21%</td>
</tr>
</tbody>
</table>

**Table No:2: Experience**

<table>
<thead>
<tr>
<th>Demographic Factors</th>
<th>No of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below 5 years</td>
<td>12</td>
<td>12%</td>
</tr>
<tr>
<td>5-10 Years</td>
<td>19</td>
<td>19%</td>
</tr>
<tr>
<td>10-15 Years</td>
<td>15</td>
<td>15%</td>
</tr>
<tr>
<td>Above 15 Years</td>
<td>4</td>
<td>4%</td>
</tr>
</tbody>
</table>

**Table No:3: Martial Status**

<table>
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<tr>
<th>Demographic Factor</th>
<th>No of Respondent</th>
<th>Percentage</th>
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</table>
Table 1 classifies the respondents on the basis of their age, educational qualification, and marital status. Table 1 highlights that out of 50 respondents, 12% of the respondents had experience less than five year, 19% had experience between 5-10 years, and 15% of the respondents had 10-15 years of experience, only 4% of the respondents hold more than 15 years of experience. The table also indicates that 24% of the respondents were illiterate, and 26% were literate. From the table 1, it is clear that 35% of the respondents were married and 15% of the respondents were unmarried

**Major Findings of the study:**

- It is apparent the majority of workers have experience of 5-10 years in Textile Units.
- Majority of workers are satisfied with the salary they receive.
- Majority 3.52 (mean score) employees are satisfied with employer and employee relationship.
- Employees are dissatisfied with innovative practice followed by the concern with the mean score of 3.18 Majority of employees are satisfied with the Proper ventilation & circulation of air in the concern.
- Employees are not satisfied with lighting and temperature.
- Women employees are most satisfied with the washing places and First aid appliances available in the concern.

**SUGGESTION:**

- The mutual cooperation between employees and superior at work place is very important to carry out the work at the right time, so the concern should provide scope for communication with the superior.
- To increase the job satisfaction level of the employees the company should concentrate mainly on the incentives and reward.
- The concern should give guidance regarding employee’s role and responsibility to do their job in an efficient and effective manner.
• Enabling the women garment workers in the process of developing their own collective organization, sensitizing to put forth a strong fight against all kinds of workplace discrimination
• Adequate latrines facilities would be necessary to maintain the health and hygiene of the employees.

CONCLUSION:

It is a truism that the world is going through enormous changes. Women’s participation in the labor force is regarded as an index of their empowerment. Employees are one of the inputs of the companies they are important assets that generate profits for the company. To adapt to these changes managers need new ways to manage their employees. Since employees are a company’s most important resource, satisfying and retaining employees has become a major focus for managers. To do this effectively, managers must keep their employees motivated so that valuable employees are feel satisfied to stay in the concern and perform at their best. Satisfaction of employees is not an easy task. Satisfaction of employees has to be built up over a long time, and it can be destroyed in a day. To do their job effectively, managers need to take time and effort to understand what their employees are looking for in their work and try to meet these needs and wants to the best of their ability to satisfy the employees.

Reference:


