

A STUDY ON JOB SATISFACTION TOWARDS THE MIGRATING CONSTRUCTION WORKERS WITH SPECIAL REFERENCE TO TIRUPUR CITY

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Abstract

The construction sector providing largest number the employment opportunities after agriculture. In the matter of employment, the construction sector also plays a significant role for skilled, semi-skilled and unskilled workers. Constructed commercial building has attracted a large number of workers from different states. Rural to urban migration exist in this sector, mostly urban construction rural migrant an over third of rural migrants work in construction sector. The present study has been focused onlabour awareness regarding the health, welfare, safety measures and job satisfaction towards the migrant construction workersworking in Tirupur city. The study also analyze the problems and other risk factors of migrationlabours.

Key words: Migrating labors, Construction, Employment, Job, satisfaction, problems, Awareness.

Introduction

Construction industry is one of the oldest and largest industries in unorganized sector providing ample employment to the people. Construction becomes the basic input for socioeconomic development of any country. The construction industry generates substantial employment. India is currently the second fastest growing economy in the world. the government is developing a program for infrastructure investment through both public and private sectors. Improvement or emphasis on any particular sector may or may not need help of other sectors like construction. a microscopic study of economy, irrespective of its state i.e. primary, secondary or tertiary, reveals that development of most of the sectors need help of construction industry as it is consider it as the one of the most important sector. The construction industry is one of the important sectors where migrant labour is employed in great numbers. Migration on individuals, households and regions add up to a significant impact on the national economy and society. Migration of labour is a universal phenomenon. Migration of labour takes place both within and among the countries. The motive generally being search for livelihood or better employment opportunities. Laborers who generally move in groups from one place to another seeking employment on a temporary or seasonal basis, without becoming residents of the area where they seek or find such employment are known as migrant labour. Women are also employed in the construction sector in great numbers. building and road construction is mainly done by migrant labour. Migration is a response to the expectation of improvement in earning opportunities; it should lead to an improvement in the income of migrants.

Statement of the problem

Migrating construction worker depicts that migration of people contributes to the efficient use of human resources and to increased production from economic activity. where it tends to develop in the future period in the migrating construction sector will continue to expand over the forecast period. In this regards a study can be undertaken to know awareness regarding health, welfare and safety of the worker and their job satisfaction and the problem faced by them.

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Objectives of the study

- To study the level of labour awareness regarding the health, welfare and safety measures.
- To measure the level of job satisfaction of construction labours.
- To analyze the problems and other risk factors of migrationlabours.

Research methodology

The study was conducted for the period of 5 months. The survey is undertaken around tirupur city. Both primary and secondary data has been collected for this study. The primary data is collected through questionnaire method. secondary data was collected from journals, magazines, internet and research articles. The size of sample is 180. For the purpose of the study, the convenient sampling technique has been adopted for the selection of respondents. the statistical tools used for the analysis are simple percentage analysis, descriptive statistics, chi-square , correlation and anova & t-test

Limitation of the study

- The study is being made on the migrating labours of construction workers as they cannot be generalized.
- The sample size is restricted to 180 samples.
- The normal inherent from the statistical tool can also be applied to the present data.

Analysis and interpretation

Table 1- Demographic Profile

Personal factor		No of responce	Percentage
Age	18-25	67	37.2
	26-35	37	20.6
	36-45	59	32.8
	above 45	17	9.4
Gender	male	91	50.6
	female	89	49.4
Marital status	single	38	21.1
	married	109	60.6
	widow	33	18.3
Educational qualification	no formal education	30	16.7
	primary education	56	31.1
	secondary education	7	3.9
	higher education	12	6.7
Family monthly income	up to 10000	48	26.7
	10001 to 20000	66	36.7

	20001 to 30000	54	30
	above 30001	12	6.7
Experience	up to 2yrs	17	9.4
	2-4yrs	32	17.8
	4-6yrs	97	53.9
	above 6yrs	34	18.9
Nature of family	joint family	48	26.7
	nuclear family	132	73.3
Number of family members	1- 3	55	30.6
	4-5	78	43.3
	above 5	47	26.1
Occupation	Skilled labour	42	23.3
	semi-skilled labour	86	47.8
	unskilled labour	52	28.9
Area of resident	urban	65	36.1
	semi-urban	115	63.9

Source: primary data

From the above table it is inferred that 37.2 per cent of the respondents are in the age group between 18-25 years, 50.6 per cent of the respondents are female, 60.6 per cent of the respondents are married and 31.1 per cent of the respondent's educational qualification is primary level. 73.3 per cent of the respondents belong to the category of nuclear family, 36.7 per cent of the respondents have a monthly income between rs.10,001-rs.20,000 and 43.3 per cent of the respondents have 3-6 members in their family. 53.9 per cent of the respondents have a experience of 4-6 years with 47.8 per cent of respondents as semi-skilled occupation and 63.9 per cent of the respondents area of resident is semi-urban.

**Table -2 Descriptive analyses - level of awareness regarding health welfare
and safety measures**

Statement	No	Minimum	Maximum	Mean	Std. Deviation
Drinking water	180	1	3	2.91	0.371
Storing & drying	180	1	3	2.69	0.669
Latrine & urinals	180	1	3	2.31	0.891
Excavator	180	1	3	2.08	0.896

Washing facility	180	1	3	2.09	0.895
Lifeline bell	180	1	3	2.08	0.724
Lighting	180	1	3	2.08	0.871
Compensation	180	1	3	2.06	0.771
Accommodation	180	1	3	2.18	0.78
Glows	180	1	3	2.31	0.741
Wearing helmet	180	1	3	2.22	0.781
Goggle glasses	180	1	3	2.09	0.663
Footwear	180	1	3	2.39	0.765
Dust mask	180	1	3	2.13	0.696
First-aid appliance	180	1	3	2.22	0.679
Safety jackets	180	1	3	2.23	0.633
Fire extinguisher	180	1	3	2.37	0.669
Total	180	17	51	38.45	12.495

source: primary data

The total mean rating of awareness towards the health, welfare and safety of the construction labours is 38.45. the highest mean score is 2.91 has been found in drinking water with the standard deviation of 0.371 and the lowest mean score 2.06 has been for compensation with the standard deviation of 0.771.the respondent have preferred level of awareness toward the migrating construction labour.

Table -3 Descriptive analysis - level of job satisfaction

Facilities	No.	Minimum	Maximum	Mean	Standard deviation
Communication	180	1	4	2.45	0.959
Working environment	180	1	4	2.23	0.486
Working hour	180	1	4	2.79	0.699
Working condition	180	1	4	3.07	0.722

Wages	180	1	5	2.91	0.917
Safety and welfare	180	1	4	2.98	0.709
Relation with superior	180	1	5	2.93	0.805
Relationship with co-worker	180	1	5	3.14	1.013
Initial training and encouragement	180	2	5	2.96	0.768
Compensation	180	1	5	2.92	0.818
Weekly leave	180	1	5	2.99	0.925
Grievances solved by the superior	180	2	4	2.99	0.612
Adequate privacy in work place	180	1	4	2.80	0.936
Sufficient equipment for work	180	1	5	3.06	0.898
Superior help to handle my personal issue	180	2	5	3.28	0.772
Weekly leave/ sick leave	180	1	5	2.89	0.705
Overtime wages	180	1	5	3	0.872
Total	180	20	78	49.39	13.616

source: primary data

The total mean rating of factors influencing level of satisfaction towards facilities is 49.39. the highest mean score has been found 3.14 for the relationship with co-worker with the standard deviation of 1.013 and the lowest mean score has been 2.23 for working environment with the standard deviation of .486. The respondents are highly not influencing the working environment.

Table -4 - Descriptive analysis -problem and other risk factors of the migration labours

Problem	No	Minimum	Maximum	Mean	Standard deviation
Language	180	1	6	2.39	0.971
Domination by non-migrating worker	180	1	6	2.07	0.946
Shelter	180	1	3	2.16	0.59

Lack of opportunities in the work	180	1	3	2.08	0.72
Wages on time	180	1	3	2.06	0.741
Day-to-day expenses	180	1	3	1.97	0.624
Technological hazards	180	1	3	2.15	0.697
Work pressure	180	1	3	1.92	0.642
Work not offered for the skill	180	1	3	2.09	0.683
Technical risk	180	1	3	2.04	0.772
Risking completing the task	180	1	3	1.87	0.617
Quarrel in the site	180	1	3	2.05	0.749
Total	180	12	42	24.85	8.752

Source : primary data

Descriptive statistics has been used to find the mean scores for the reason towards the problems by the construction labors. the total mean rating of reason towards the problem is 24.85. The highest mean score 2.39 has been found for language with the standard deviation of .971 and the lowest mean score 1.87 has been for risk in completing the task with the standard deviation of .617. The respondents are very least preferred in risk in completing the task.

Table -5Anova and t-test: personal factors vs problems of migration labours

Personal factor		Mean	S.D	No	T-value	F-value	Sig	S/ns
Age	18-25	2.2414	.14194	67		1.372	.253	ns
	26-35	2.2544	.11522	37				
	36-45	2.2871	.11564	59				
	above 45	2.2734	.15967	17				
Gender	Male	2.2760	.12109	91	.627		1.449	ns
	Female	2.2479	.13922	89				
Education qualification	No formal education	2.3137	.18300	30		6.395	.000	s
	Primary education	2.1996	.10322	56				
	Secondary education	2.2857	.22381	7				

	Higher education	2.3431	.06058	12				
	Other	2.2729	.10218	75				
Family monthly income	Up to 10000	2.2831	.11743	48				
	10001 to 20000	2.2415	.11680	66				
	20001 to 30000	2.2603	.16184	54				
	Above 30000	2.2990	.08111	12				
					2.476	.063	ns	

Source: primary data

The average mean score for the reason towards the problems towards migrating construction work to undergo the study are more or less same for both male and female respondents. The respondents whose age is 36 to 45 years are found to be highest mean score of 2.1271. Respondents whose educational qualification under higher education is found to be a highest mean score of 2.2639. the respondents whose family monthly income is above rs.10001-20000 are found to have a highest mean score of 2.1856. the mean score 2.1856 has been high for respondents are nuclear family. anova result indicate that there is significant difference in mean score of problem preference towards migrating construction work in respect of monthly income, education qualification, type of family. hence null hypothesis accepted. The t test result exhibits that there is no significant difference in mean score of awareness towards the migrating construction worker in respect of gender and type of family. Hence null hypothesis accepted. Hence, it is concluded that the educational qualification, type of family, monthly income play a predominant role in the problem towards migrating construction work.

Table -6 Ranking -reason for migration

Problems	Rank	Mean
low wages in home town	4	3.68
lack of job opportunities in the home town	1	2.79
water scarcity/drought in the home town	3	3.44
family problems	2	3.27
due to children's education	6	3.96
opportunities outside the town	5	3.86

source: primary data.

from the above table, it is clearly shown that the reason for migration is lack of job opportunities in the home town with highest mean value of 2.79 is ranked first by the respondents, family problem with mean value 3.27 is ranked the second and least rank is found for opportunities outside the town with the score of 3.86 followed by due to children's education with the score of 3.96.

Suggestions

- employers should be taken necessary steps for the development of the construction industry in the facilities offered to them as they labour face the problem in the site to be avoided.
- Awareness camps to prevent the accidents in the site should be provide by the government for the development of the labours.
- Residence for the labours to be provided by the contractor for the work to be done by the labour on time.
- On time wages to be provide to the labours which helps them in leading their daily life smoother.
- The employers should give all the health, welfare and safety measures in the proper way which leads to the better job satisfaction and improve their quality of work life.

Conclusion

The study reveals that there is a pool of opportunities in the construction field for the migration workers. due to this migrating laboures also find the job opportunities and their standard of living is increased. this study concludes that there will be future development in construction sector will influence the workers satisfaction on promotion and growth of the construction industry that transform urban India with the help of migrating workers that tends to economic growth in the country.

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