

JOB SATISFACTION OF WOMEN LABOURERS IN MATCH INDUSTRY WITH SPECIAL REFERENCE TO SIVAKASI, TAMILNADU

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Abstract

The term job satisfaction refers to an individual's pleasurable position or emotional share towards his/her job. In organization behaviour, job satisfaction is the more important and frequently studied attitude. Job satisfaction is the positive attitude towards one's job. According to Feldman and Arnold job satisfaction will be defined as the amount of overall positive effect (or feelings) that individuals have towards their job. The level of job satisfaction varies depending up on the individual worker.

Key words: *Weak Collateral position, Cash flow Management, Taxation*

Introduction

Job satisfaction is the result of various attitudes of workers. If they are satisfied with their job, there is a possibility of promoting organisational image, improve the productivity, improve the concentration in work and so on.

Labour is engaged in economic activity as diverse as modern automated industries to household and cottage enterprises. For analytical purpose, these could be categorized into the organized and un-organized sectors. Labour laws are enacted which are applicable only to the former.. These regulate the working hours, working conditions, wages and benefits, unorganized sectors are those where such protections are not offered. Agriculture and allied activities are almost wholly outside the purview of the organized sector, except for some plantations, some live stock activities and specific agricultural Services.

Women's involvement in the informal sector is characterized by high incidence of casual labour with women mostly doing intermittent jobs at extremely low wages or working on their own account for very uneconomical returns. There is a total lack of job security and social security benefits. The areas of exploitation are high resulting in long hours, unsatisfactory work conditions and health hazards. In the absence of any clear employment relationship, the women who are house based workers experience acute subjugation and vulnerability. Certain features typify women's work custom and tradition prescribe the jobs in which women would be employed. Whether in agriculture, construction, weaving or village industries, women carry out jobs which are tedious, arduous and low skilled, while men corner the more skilled and less tasks.

In case of women workers in Indian economy the problem is not elimination, but of integration and protection from exploitation. It is only in recent times that the place of women workers in the economy is being realized. In the past, they were not treated as an integral part of the labour market, various factors were responsible for this attitude. They entered the labour market when economic necessity forced them to supplement the meagre family earnings. It was generally accepted, and women also accepted it that their place was home. They did not look upon wage work as a career. The work done by them was of a supplementary nature. This was true not only at the family level but at the national level also.

Review of literature

Gomathi, V., in her study titled “A study of job satisfaction of women employees on public and private sector banks in Tirunelveli Town” has analysed the theme of job satisfaction. She has found that the employees of public sectors are highly satisfied than those in private sectors.

Perumalammal in her study titled “women workers of match factories in Thayilpatti, Kamarajar District” has analysed the working and living conditions of women workers in match Industry. The study is based on 56 match units of Kamarajar District. The researcher observed that the working conditions of women workers of the Industry taken up for study were unsatisfactory because they were oppressed with long hours of work, low wages and poor health and the like.

A study was conducted by Smith Kothari to know the working conditions of women workers of match Industry in Sivakasi. According to him, the working conditions of women workers in match Industry are poor.

There is very little facility for ventilation in the small rooms of the cottage units. Similarly all the activities require squatting. Which makes the women uncomfortable and forces them to suffer from postural defect. The occupational conditions in the various production stages are hazardous.

Suresh Babu M., has studied the various aspects of handmade match Industry. The study observed that the match Industry gives scope to men, women, adults and children equally. It also compared the various working conditions of match factories controlled by private entrepreneurs with those of the co-operative match factories.

Statement of the Problem

Matches are of at most necessity in the everyday life of human beings. The match Industry gives much income to Indian economy. Majority of the labourers in this Industry are women. So, the production of matches is mainly in the hands of women. More over the standard of living of such workers families depends on the women folk working in the match

Industry. The empowerment of women is an important necessity of the present day. Keeping this in view, the Government of India celebrated the year 2001 as the women empowerment year with the launching of the new programmes for the development of women. In Virudhunagar District of Sivkasi there are small Industries such as Match Industry, Nib Manufacturing Industry, printing Industry. Of all these Industries match Industry is predominant and largely women labourers are working. So the empowerment of these women labourers is necessary. Hence the present study would help to know the working environment of the women labourers and working conditions also how for the workers are satisfied with their jobs. So far still now they are unable to understand their own rights and duties. Hence the researcher made to study the quality of job satisfaction at match works Industry in sivakasi.

Objectives

The following are the specific objectives of the study

- To analyse the attitude of women labourers towards working environment in the study area,
- To study the job satisfaction attained by the women Labourers in Match Industry.
- To offer suitable suggestion on basis of findings of the study area.

Methodology

The primary data were collected from the women Labourers of the match Industry by using the structured interview schedule method and also observation techniques. The secondary data were obtained from the offices of various agencies such as Inspectors of Factories, Central Excise Department, various journals and websites and also from various reports connected with the match Industry.

Sampling method

There are two type of the match Industries, namely semi mechanized and non-mechanized. Non- mechanized sector has been selected for this study because match making by hand is labour intensive and nearly 85 percent of total work force is constituted by women labourers. Hence the sample of 500 respondents has been selected through convenient sampling technique.

Statistical Analysis of Data

The researcher has used the following statistical techniques.

- Percentages
- Multiple log linear regression model

Demographic Factors

Demographic factors are influencing the behaviour of an individual. The purchasing pattern and ability differ according to the demographic factors of the respondents. The study has examined the age, sex, educational status, qualification, occupation and income of the family of informants. Table 1 gives the details about the demographic factors of the respondents.

Table 1 Demographic Factors of the Respondents

| S. No | Age (in years) | No. of Respondents | Percentage |
|-------|----------------|--------------------|------------|
| 1 | Below 25 | 176 | 35.20 |
| 2 | 25-30 | 162 | 32.40 |
| 3 | 30-35 | 85 | 17.00 |
| 4 | 35-40 | 64 | 12.80 |
| 5 | 40 and above | 13 | 2.60 |
| | Total | 500 | 100 |

| S. No | Marital Status | No. of Respondents | Percentage |
|-------|----------------|--------------------|------------|
| 1 | Married | 451 | 90.20 |
| 2 | Unmarried | 31 | 6.20 |
| 3 | Widow/Divorce | 18 | 3.60 |
| | Total | 500 | 100 |

| S. No | Educational qualification | No. of Respondents | Percentage |
|-------|---------------------------|--------------------|------------|
| 1 | Illiterate | 23 | 4.60 |
| 2 | Up to primary level | 364 | 72.80 |
| 3 | Secondary | 64 | 12.80 |
| 4 | Higher secondary | 49 | 9.80 |
| | Total | 500 | 100 |

Source: Computed from primary data

Table 1 shows that out of 500 respondents 176(35.20 percent) women Labourers fall under the age group of below 25 years and most of them are married. The analysis revealed that more than 95 percent of the respondents are completed their primary education in the study area.

Nature of work

The nature of work is presented in the following Table 2.

Table 2 Nature of work

| S. No | Nature of work | No. Of Respondents | Percentage |
|-------|----------------|--------------------|------------|
| 1 | Regular | 499 | 99.8 |
| 2 | Casual | 1 | 0.2 |
| | Total | 500 | 100 |

Source: computed from primary data

Table 2 explains the distribution of respondents according to nature of work either regular or casual. Out of 500 respondents, 99.8 percent are regular workers and the remaining 0.2 percent are casual workers. It is clear that most employees are very sympathetic and considerate in regularizing most of the workers. In addition to that women are generally considered to be sincere, hard working and easy to control. The reason for regular work position of the respondents shows that there is no other source of work. From the data it is inferred that 99.8 percent of the respondents are belonging to regular work.

Productive work

Match Industry mainly depends on the workers and the use of machineries are very less when compared to the other industries. So the skills of the workers play a major role in the production on there are many types of work involved in these factories. The earnings of the workers will also vary according to their skills. The type of work done by each respondent is studies and the same is presented in Table 3.

Table 3 Productive work

| S. No | Productive work | No. of Respondents | Percentage |
|-------|------------------|--------------------|------------|
| 1 | Inner box making | 130 | 26 |
| 2 | Outer box making | 19 | 3.8 |
| 3 | Frame filling | 249 | 49.8 |
| 4 | Box filling | 102 | 20.4 |
| | Total | 500 | 100 |

Source: computed primary data

Table 3 reveals the distribution of respondents by productive work. Out of 500 respondents, the majority of the respondents (49.8 percent) have involved themselves in frame filling followed by inner box making (26 percent), box filling (20 percent) and only 3.8 percent have engaged themselves in outer box making. Further it is observed that audio facilities were provided by the employees to make the women work fast. Hearing audio simultaneously while match making without any disruption.

The art of match making is internalised in the system which helps them to make matches with normal speed and also heard audio. This the lone entertainment that the match makers have for them. In fact the loudness with which the Tamil film songs were played acts as a catalyst on the whole working process. It can be inferred that the majority of the respondents (49.8 percent) have involved themselves in frame filling.

Reasons for the Employment of Respondents

This reveals that the reasons for the employment of the women Labourers are shown in the following Table 4.

Table 4 Reasons for the Employment of Respondents

| S. No | Reasons | No. of Respondents | Percentage |
|-------|-------------------------------|--------------------|------------|
| 1 | To increase the family income | 253 | 50.60 |
| 2 | Self satisfaction | 46 | 9.20 |
| 3 | To make use of education | 146 | 29.20 |
| 4 | To have a status | 31 | 6.20 |
| 5 | Personal security | 14 | 2.80 |
| 6 | Others | 10 | 2.00 |
| | | 500 | 100 |

Source: computed primary data

It is seen from Table 4 that of the 500 sample respondents, the need to increase the family income accounted for 253(50.60 percent) followed by the desire to make use of education which accounted for about 146(29.20 percent). Self satisfaction, social status, personal security and others accounted for about 46(9.20 percent), 31(6.20 percent), 14(2.80 percent) and 10(2.00 percent) respectively.

Age of women labourers entering the job

Age is one among the major factors which affects both the socio economic and physical status of every human being. The match workers are poor even to meet their basic necessities of life. Hence they were entered into the match Industry as workers at their childhood age. The table 5 reveals the classification of sample respondents according to their age of employment as the factory employee.

Table 5 According to Age at enter as a Factory Employee

| S. No | Employment Age | No. Of Respondents | Percentage |
|-------|----------------|--------------------|------------|
| 1 | <14 | 15 | 10.00 |
| 2 | 15-19 | 76 | 15.20 |
| 3 | 20-24 | 85 | 17.00 |
| 4 | 25-29 | 162 | 32.40 |
| 5 | 30-34 | 85 | 17.00 |
| 6 | 35-39 | 64 | 12.80 |
| 7 | 40 and above | 13 | 2.60 |
| | Total | 500 | 100 |

Mean: 26.7 Source: computed from primary data

It is inferred from the table 5 that the 162 respondents (32.40 percent) are entered as family employee at the age group of 25-29 years; 17 percent were entered at age groups 20-24 years. 15.20 percent of the respondents were joined at 15-19 age group and 12.80 percent of the respondents are entered at 35-39 age group. Only 3 percent to the respondents are entered at age group below 14 years. Only 2.6 percent of the respondents were at the above 40 years. The mean value is 26.70 that is 27 years. It can be concluded that the majority of the respondents (32.40 percent) are entered as a family employee at their age of 25-29 years.

Night shift work

There are various labour legislations in which employing women during night shifts were prohibited. In this way, in match Industry, there is no worker for work at night shift. Besides generally, women labourers do not want night works. In the match Industry, all respondents are not involving night works. It can be inferred that 100 percent of the respondents are not involving in night shift work.

Rest intervals

Rest intervals are very important thing for every human being. All (100 percent) respondents are taking rest during their working hours. They took rest at minimum half an hour and maximum two and half hour. During the rest intervals, they did their households works like preparing food, sweeping, washing and care about their family members.

Holiday Facility

The study found that 100 percent of the respondents are enjoying the holiday facility. During their holidays they did their household work and watching the TV programmes. All Sundays are holidays in the match Industry.

Working Time in a Factory

Working time vary from individual to individual. The table 6 illustrates the distribution of respondents by hours of work engaged.

Table 6 Hours of work engaged

| S. No | Hours of work | No. Of Respondents | Percentage |
|-------|---------------|--------------------|------------|
| 1 | 6 hours | 18 | 3.6 |
| 2 | 7 hours | 233 | 46.6 |
| 3 | 8 hours | 198 | 39.6 |
| 4 | 8.30 hours | 51 | 10.2 |
| | Total | 500 | 100 |

Mean: 7.49

Source: computed primary data

Table 6 illustrates the daily working hours of the respondents of the match Industry women Labourers. The study found that 3.6 percent of the workers work for 6 hours a day and 46.6 percent of the workers serve for 7 hours a day. The usual working hours (8 hours) worked by 39.6 percent of the sample respondents and 10.2 percent of women work for 8.30 hours a day. The mean value is 7.49. It is inferred that 46.6 percent of the respondents work for 7 hours a day.

Opinion regarding their job

Table 7 shows that the distribution of respondents by feel about their job.

Table 7 Opinion regarding their job

| S. No | Feel about work | No. Of Respondents | Percentage |
|-------|-----------------|--------------------|------------|
| 1 | monotonous | 466 | 93.2 |
| 2 | Interesting | 34 | 6.8 |
| | Total | 500 | 100 |

Source: computed from primary data

Our of 500 respondents, 93.2 percent felt that the work as monotonous. The remaining 6.8 percent are feel about their work as interesting. It is inferred from the analysis that inspite of like or dislike, women are going to make matches for their daily survival. Their daily bread capacity is to depends upon their making process. More over the unmarried women are going to making matches and earn income for meeting the expenses for marriage. It is inferred that 93.2 percent felt their work as monotonous.

Seating Arrangement

Under the Factories Act 1945 it is obligatory on the part of management to make suitable arrangement for sitting for all type of workers in a match works. The opinion about sitting arrangement facilities in the following Table 8.

Table 8 Seating Arrangement

| S. No | Response | No. of Respondents | Scores | Percentage |
|-------|------------|--------------------|--------|------------|
| 1 | Agree | 275 | 1100 | 55 |
| 2 | No opinion | 7 | 21 | 1.4 |
| 3 | Disagree | 218 | 872 | 43.6 |
| | Total | 500 | 1993 | 100 |

Mean: 3.986

Source: computed for primary data

Table 8 illustrates the distribution of respondents by seating arrangement. It is found that 55 percent of the respondents were agreed that their seating arrangement is

good followed by 43.6 percent of the respondents were disagreed their seating arrangements. The remaining 1.4 percent were having no opinion about the seating arrangements. The mean score is 3.986. It is inferred that majority 55 percent of the respondents were agreed that their seating arrangements was good enough for women Labourers in Match Industries.

Benefits and facilities in the working place

Benefits and facilities availed from the working place is one of the major factors, which plays a vital role on the life of each and every employee. The available benefits and facilities in the match Industry were studied as per the responses given by the respondents and are stated in Table 9.

Table 9 Benefits and facilities of work place

| S. No | Facilities | No. of Respondents | Total | Percentage |
|-------|----------------------|--------------------|-------|------------|
| 1 | Leave facility | 500 | 500 | 100 |
| 2 | Drinking water | 345 | 500 | 69 |
| 3 | First aid | 295 | 500 | 59 |
| 4 | Ventilation | 325 | 500 | 65 |
| 5 | Bathroom and latrine | 260 | 500 | 52 |

Source: computed primary data

Table 9 explains the match Industry workers according to their realization basic amenities in factories like leave facility, drinking water, first aid,, ventilation, bathroom and latrine. The study found that 100 percent were enjoying the leave facility and the 69 percent were enjoying the drinking water facility. The first aid facility and the ventilation facility were enjoying by 295 (59 percent) and 325 (65 percent). Sample respondents in the study area respectively. More than half (52 percent) were utilising the bathroom and latrine facility in the match Industry. It is clear that only half of the sample respondents utilized the basic amenities in the match Industry in the study area.

Crèche Facility

Most of the Acts make special provision of crèche facility for women Labourers. The Factories Act 1948 provides for separate toilet, washing and resting facilities for them.

It prohibits their employment during night and in hazardous occupations. It makes special safety provision by disallowing them to clean, to lift heavy weights. If a women has a young child whom she has left in the factory crèche. She has to be given time off at stated frequencies to go and suckle her baby. Provision of crèches in factories employing more than 30 women labourers. In every factory where in more than 30 women labourers

were ordinarily employed, there shall be provided and maintained a suitable room or rooms for use of children under the age of 6 years of such women sec.48(1) of Factories Act 1948.

Crèches to be adequately lighted and ventilation and to be under the charge of trained women. Rooms for use of children shall provide adequate accommodation shall be adequately lighted and ventilated. Further they shall be maintained in a clean and sanitary condition and shall be under the charge of women trained in the care of children and infants sec.48(2).

Prescription of rules by the state government. The state government may make rules prescribing the location and the standards in respect of construction, accommodation, furniture and other equipment of rooms for use of children it may also make rules for the provision of additional facilities for the care of children belonging to women Labourers, including suitable provision of facilities.

- For washing and changing their clothing
- Of free milk or refreshment or both for the children and
- For the mother of children to feed them at the necessary intervals (Sec 48(3) Factories Act 1948.

The present study found that there is no crèche facility in match Industry and also it is observed that the children are in the mat on the floor.

Period of payment

Period of payment is one important thing in match Industry because match Industry workers are from poor families. As far wage position of the respondents, are 100 percent of the respondents are getting wages on the weekly basis. Mostly it is on Saturdays. It can be inferred that 100 percent of the respondents are getting wages on the weekly basis.

Mode of wage

The object poverty of the people forces the workers to accept minimal wages for their employment in the match Industry .people's dependence on this income and their readiness to accept it provides the employees the opportunity to exploit the Labourers by paying low wages to get the work done. Hence match manufacturing is a predominant source of income to rural households in the study area. Generally in the match Industry, women Labourers are given wage on a piece rate basis. Income earned by a women Labourers depends upon the amount of matches produced like box making, frame filling, box filling and the piece rate system is adopted.

Naturally the Labourers, especially women turnout the maximum output due to the existence of piece rate system. Higher the number of matches produced better will be the income. The study found that a Labourer was paid wage at the following rates:

For frame filling Rs. 1.25 per frame, box filling Rs.1.40 per unit, packing (bundle) Rs. 0.65 per unit, Dozen packing Rs. 1.75 per bundle, wax coating Rs. 60 per day. Chemical dipping Rs. 60 per day.

It is inferred that the process of match production like frame filling, box filling and packing were paid on piece rate system where as wax coating and chemical dipping were paid on tie rate system. The time rate is aid fortnightly or monthly. These time rate Labourers were called company workers. Mostly male adult were engaged in such jobs. women were generally paid on piece rate basis that has its own oppressive logic, i.e., long hours of work at high speed for low returns. It is inferred that all (100 percent) were employed as piece rate workers.

Factors influencing the Level of Job Satisfaction

In this paper an attempt has been made to examine the factors which influence the Job satisfaction of women working in match Industry in the Study area. There are number of factors that influence the level of Job satisfaction.

The researcher indentifies the factors namely the age, family size, literacy level, wage and work experience which are closely associated with the level of their job satisfaction. For this, the following form of multiple log linear regression model was fitted.

$$\text{Log}y = \beta_0 + \beta_1 \log x_1 + \beta_2 \log x_2 + \beta_3 \log x_3 + \beta_4 \log x_4 + \beta_5 \log x_5 + u \dots$$

Where

Y=level of Job satisfaction (score value)

X₁=Age in Years

X₂=Family size in numbers

X₃=Literacy Level (score value)

Illiterate=1 up to Primary=2, secondary=3, higher secondary=4;

X₄=wage in rupees

X₅= experience in Years

U= Disturbance term

B₀+B₁.....B₅ are the parameters to be estimated.

The model has been estimated by the method of least squares and the results are presented in the following Table.

Table 10 Estimated Regression Results of Job Satisfaction

| Variables | Parameter Estimates | t-value |
|-----------------------------|---------------------|---------|
| Intercept(β_0) | 2.7198 | |
| Age(β_1) | -0.0712 | -0.0471 |
| Family size(β_2) | 0.1038 | 0.9421 |
| Literacy Level(β_3) | 0.1768* | 3.6711 |

| | | |
|-------------------------|---------|--------|
| Wage(β_4) | 0.3178* | 2.9472 |
| Experience(β_5) | 0.2948* | 3.7142 |
| R^2 | 0.6172 | - |
| f-value | 28.3711 | - |
| No. of Observations | 500 | - |

*Indicates that the coefficients are statistically significant at 5 percent level.

It is found from Table 10 that the coefficient of multiple determination (R^2) was 0.6172 indicating 61.72 percent variation in the level of job satisfaction associated with independent variables included in the regression model. Three out of five variables, namely, literacy level, wage and experience are statistically significant at 5 percent level and they are positively related to the level of job satisfaction.

It is inferred from the result that education of women workers were directly related with their level of job satisfaction. When the educational level increased by one percent, job satisfaction would increase of 0.1768 percent ceteris paribus.

In the case of wage, one percent increase in the wages. Ceteris paribus would result in an increase of the level of job satisfaction by 0.3178 percent.

The result indicates that the years of experience direct relationship with Job satisfaction indicating that when experience increases by one percent, it could be result that the level of job satisfaction has been increased by 0.2948 percent Ceteris paribus. Among the significant independent variables. Wage had a greater influence on the level of Job satisfaction followed by the variables experience and literacy level.

Suggestions

The detailed analysis of Job satisfaction of women Labourers in the Match Industry has made the researcher to offering the following suggestions for the betterment of the match Industry.

- Voluntary organizations should make themselves popularize the workers education through street plays, meeting in regional language either near the work sites or colonies of these women Labourers about Government schemes.
- The low status of women can be rectified by creating awareness about their rights and responsibilities and by empowering them in all aspects. This awareness can solve most of their problems arising out of their illiteracy, ignorance and low income.
- Counselling can be practical among women Labourers. Women should change their attitude about themselves. They should have self confidence in their approach.
- Crèche facilities may be provided in the match Industry for the women Labourers.
- Wages can be increased to help the women Labourers to improve their standard of living.

- There is need to develop local level leadership or community based Trade union to press upon the employees to address the women Labourers issues. Women leaders should be properly educated and trained through well designed leadership programmes to improve and strengthen their capacities.

Conclusion

The match industry is considered a vital one in many respects it provides major employment opportunities to women. Overall inference drawn from the study is that the working environment and Job satisfaction are normal in the study area. Hence the study units should concentrate those factors for betterment of the study area.

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