

A Study on Job Satisfaction of Women Employees in Fireworks Industries at Sivakasi

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Abstract:- A woman is the builder and moulder of a nation's destiny. Though dedicate and soft, she has a heart far stronger and bolder than man. She is the supreme inspiration for man's onward, an embodiment of peace, love, pity and compassion. Ostensibly the position occupied by women in a society determines the degree of development of that particular nation. Fireworks industry is one of the labour intensive industries in our country especially in South India. It mainly depends more upon women than men. Hence in this study an attempt is made by the researcher to study how far the women labourers involved in the fireworks industry are satisfied with their job.

The present study has been undertaken with the primary objective of analyzing the factors influencing job satisfaction and opinion of women employees in fireworks industry. The investigation encompassed an extensive survey to obtain primary data from sample respondents of 114 employees in Sivakasi. The interview schedule covered all the details like personal data, factors like system of wage payment, bonus, advance, incentives etc., The data were collected using the investigation list which contained 25 phrases on Likert scale in order to measure the opinion of women employees.

Keywords: Job Satisfaction, fireworks, employees, opinions.

INTRODUCTION

A woman is the builder and moulder of a nation's destiny. Though dedicate and soft, she has a heart far stronger and bolder than man. She is the supreme inspiration for man's onward, an embodiment of peace, love, pity and compassion. Ostensibly the position occupied by women in a society determines the degree of development of that particular nation. Fireworks industry is one of the labour intensive industries in our country especially in South India. It mainly depends more upon women than men. Hence in this study an attempt is made by the researcher to study how far the women employees involved in the fireworks industry are satisfied with their job.

Job satisfaction is an important factor that maintains the morale in any industry. If a worker is satisfied with his work, then both the quality and quantity of his output will increase. The term job satisfaction was brought to limelight by Hoppock. He feels that job satisfaction is a combination of Physiological, psychological and environmental factors that make a person say "I am happy at my job".

SCOPE OF THE STUDY

In Tamilnadu, greater emphasis is being laid on the development of women entrepreneurship in small manufacturing units. The success of small units largely depends on the technical expertise and the experience of the women employees. The study focuses on the level of job

satisfaction of the women employees working in fireworks industries at Sivakasi.

REVIEW OF PREVIOUS STUDIES

V.Kumaravalli in her project (1991) entitled "A Study on Job Satisfaction of women workers of match industries in Virudhunagar" has analysed various job satisfaction factors and suggested suitable measures for job satisfaction. She has quoted that lower income has been the crucial and main reason for job dissatisfaction.

S.Jeyasri in her project (1994) entitled "Job satisfaction of workers – A study with reference to Sri Meenakshi Spinning Mills Ltd., Madurai" has mentioned that lack of welfare facilities is the major reason for job dissatisfaction.

K.Ganesan in his project (1998) entitled "A study on the working and living conditions of women workers in match industries in Sivakasi area" has highlighted that unhealthy working condition is the main reason for job dissatisfaction. Sharma in his project (2005) in his study of school teachers in Himachal Pradesh revealed that they were satisfied with their work, working conditions, salary structure, job security, promotional policies, relationship with their co-workers.

Jagannathan(2011) in their study of employees of the Life Insurance Corporation of India in Tamilnadu reported that the job security, recognition for work, supervision, grievance

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handling procedures and other financial facilities had significant impact on their job satisfaction.

OBJECTIVES OF THE STUDY

The study has been made with the following set of objectives:

1. To bring out the factors that influence job satisfaction.
2. To analyse the opinions of women employees in fireworks industry.

Hypotheses

- ❖ There will be inverse relationship between level of education and job satisfaction of the fireworks women employees.
- ❖ The payment of more wages influences job satisfaction.
- ❖ Age, marital status and period of service influences job satisfaction.

METHODOLOGY

The present study is based on both primary and secondary data. The researcher has collected the primary data by conducting personal interviews with the help of pre-tested interview schedules. The secondary data were collected from various studies, books, journals magazines and websites.

SAMPLING FRAME

The study covers the industrial town, sivakasi where, the fireworks are found in large numbers. Stratified Random Sampling has been taken. Ten fireworks units are selected. The women workers are chosen from the various sections of fireworks. The total number of women employees working in the selected fireworks units are 692. Out of this, 114 women employees are selected as sample.

STATISTICAL TOOLS

The tools applied are: Percentages, Garrett's ranking technique, chi-square test and Likert's scale.

Analysis and Interpretation

I. Factor wise analysis

Table 1.1 Pattern of working hours

Pattern	No.of employees	Percentage
Day shift	50	43.9
Night shift	34	29.8
Overtime	30	26.3
Total	114	100.0

Table 1.2 System of wage payment

Method	No.of employees	Percentage
Piece rate	34	29.8
Fixed rate	54	47.4
Time rate	26	22.8
Total	114	100.0

Table 1.3 Bonus

Bonus(Rs.)	No.of employees	Percentage
<600	23	20.2
600-1000	44	38.6
1000-1500	43	37.7
>1500	4	3.5
Total	114	100.0

Incentives

Incentives may be of two types namely

- 1.Monetary incentives
- 2.Non monetary incentives

Table 1.4 Monetary incentives

Details	No.of	Percentage

	employees	
Credit	11	9.7
Festival amount	84	73.7
Gift	19	16.6
Total	114	100.0

Table 1.5 Non - Monetary incentives

Details	No.of employees	Percentage
Dress	36	31.6
Lunch	23	20.2
Refreshments	24	21.0
Free medical care	12	10.5
First – aid	19	16.7
Total	114	100.0

Table 1.6 Safety Measures

Measures	No.of employees	Percentage
Alarm	15	13.2
Emergency gateway	47	41.2
Fire resistance	52	45.6
Total	114	100.0

II. Opinions of Women employees in Fireworks Industries

The opinions of women employees in fireworks units are highly useful for measuring the level of job satisfaction. To study the opinions regarding the job satisfaction of women employees in fireworks units, many statements are framed and given to them for each statement Likert's five point scale has been used. The scores that fall beyond the mean value are classified as high level opinion, the scores that fall beyond the mean value indicates low level opinion. Opinions on infrastructural facilities

The opinions on infrastructural facilities are measured according to employees personal and economic factors for using Chi – Square test.

Table 2.1 Results of Chi – Square Test

Hypotheses(Ho)	Cal.v al	Tab Val	D f	Inference
Level of opinion is not influenced by				
Age	2.87	7.81	3	Accepted
Marital Status	4.18	5.99	2	Accepted
Literacy Level	0.70	3.84	1	Accepted
Experience	5.03	5.99	2	Accepted
Income	0.50	7.81	3	Accepted

The Chi-Square test results showed that all the personal and economic factors have not influenced the opinions of women employees.

Opinions on Leave Benefits

The opinions on leave benefits are measured according to employees personal and economic factors for using Chi – Square test.

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Table 2.2 Results of Chi – Square Test

Hypotheses(Ho)	Cal.v al	Table value	D f	Inference
Level of opinion is not influenced by				
Age	3.86	7.81	3	Accepted
Marital Status	5.36	4.99	2	Accepted
Literacy Level	0.21	3.84	1	Accepted
Experience	0.35	4.99	2	Accepted
Income	8.20	7.81	3	Rejected

The Chi-Square test results showed that personal factors have not influenced the opinions of women employees. Economic factor has influenced the opinions of women employees.

Opinions on Fringe Benefits

The opinions of the women employees are collected by the researcher by giving the statements like medical, housing, educational, credit, crèche facilities.

Table 2.3 Results of Chi – Square Test

Hypotheses	Cal.v al	Tab.v al	Df	Inference
Level of opinion is not influenced by				
Age				
Marital Status	13.24	7.81	3	Rejected
Literacy Level	8.63	5.99	2	Rejected

Experience	0.03	3.84	1	Accepted
Income	6.22	5.99	2	Rejected
	1.30	7.81	3	Accepted

Age, Marital Status and experience have influenced the opinions of the women employees. Literacy and income have not influenced the opinions of women employees.

Opinions on social security measures

The opinions of the women employees are collected by the researcher by giving the statements like PF, ESI, Gratuity.

Table 2.4 Results of Chi – Square Test

Hypotheses	Cal.v al	Tab.v al	Df	Inference
Level of opinion is not influenced by				
Age				
Marital Status	3.95	7.81	3	Accepted
Literacy Level	3.82	5.99	2	Accepted
Experience	0.79	3.84	1	Accepted
Income	5.53	5.99	2	Accepted
	2.69	7.81	3	Accepted

Findings Of The Study

- The analysis under Garrett's ranking technique proved that poverty is the main reason for taking this job and this factor gets the first rank.
- 43.9% of the sample women employees are permanent workers.
- 47.4% of the employees are getting wages under fixed rate system.

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- 55.3% of the employees are getting wages on weekly basis.
- A high percentage of the employees have selected post office savings scheme.
- 64% of the employees are satisfied with their job.
- The analysis under Weighted Ranking Technique proved that the risk involved in the job is the main reason for dissatisfaction with their job.

Suggestions

- ❖ Depending upon the number of the employees, rest room with adequate facilities should be provided.
- ❖ The working place should not be congested. It should be spacious so that the workers will feel free to work.
- ❖ To avoid monotony of work, the employer should provide recreational facilities to the workers.
- ❖ Frequent medical check-up should be provided to the workers.
- ❖ Generally the employees feel that it is a more dangerous job than other jobs. They are afraid of accidents. It is suggested to innovate new systems like fire proof walls to avoid accidents.
- ❖ The employer may also institute loan facilities for emergency requirements and for marriage functions.
- ❖ Generally the workers do not have trade unions. It is advisable to form trade unions in fireworks units to promote their welfare.

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CONCLUSION

The pillars of the superstructure of any industry are built by the employees and capital. The proper understanding and co-operation between these two is the fundamental prerequisite for the successful running of any industry. The job satisfaction of the employees plays a significant role in the productivity and the growth of the organization. The concept of job satisfaction has undergone many changes over time. By providing adequate facilities, the fireworks industries can boost up their production and they can also satisfy their employees.

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