

A Study On Job Satisfaction Of Migrant Labourers In Kerala With Reference To Mavelikara Taluk

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Article History: Received: 10 January 2021; Revised: 12 February 2021; Accepted: 27 March 2021; Published online: 28 April 2021

Abstract: The most valuable commodity in the economy sector is human resource, whether organised or unorganised. Work satisfaction is the feelings, behaviours or desire about work and culture of an individual. A happy worker is said to have a positive attitude toward their work, while a dissatisfied worker is said to have a negative attitude toward their work. The researcher looked at migrant workers' satisfaction in different aspects. Standard working hours, regularity of payments, overtime wages offered, safety measures, working conditions, employer-employee relationship, bonus given, relationship with local residents, and job satisfaction were all highly rated by the majority of respondents. The present study is limited at Mavelikkara Taluk of Alappuzha district of Kerala, India.

Keywords: Migrant laborers, Employees, Employers

1. Introduction

One of the foremost parts in everyone's life is figure satisfaction. It's the conclusion of various attitudes possessed by associate worker. In some instances, these attitudes are connected to the work underneath bound conditions, like pay levels. A number of the factors that influence a person's work satisfaction level is pay levels and edges, operating condition qualities, leadership and social relationship and therefore the job itself. This study discusses determinates of immigrants' job satisfaction, supported analysis conducted over past 3 and a half decades. Work-specific determinants embody work environments, job characteristics, and work-specific personal issue. Non-work-specific determinants embody general demographics, culture-related factors, and community-connected factors. per analysis study, there are over twenty-five lakhs domestic migrant labourers in Kerala. Migrant labourers are those that return from different state for work. An oversized variety of migrants from states like state, Orissa, Tamil Nadu, Jharkhand, Chhattisgarh, Rajasthan, etc. return to Kerala in search of employment. The employee's satisfaction is central to achieving a winning and prosperous organisation. interstate migrant could be a social hazard. The migrant staff are subjected to exploitation and that they are paid less wage. This people don't keep for good at anybody place. they are doing add an area and leave for brand spanking new work once the assignment is over. because of untidy and unhealthy atmosphere, they're vulnerable to numerous diseases. They don't trouble concerning their health, wage or atmosphere. Same is that the condition of girl's staff who are recruited from Kerala to figure in North Asian nation. If a migrant employee isn't glad together with his gift job they'll arise totally different issues. In our state there's a shortage of native labour and therefore the availed labour need higher wage. And additional of the folks like higher level of job. These reasons influence the migrant labourers to come back to our state.

2. Theoretical Framework And Review Of Literature

Job satisfaction refers to a person's feeling of satisfaction on the work, that acts as a motivation to figure. it's not the self – satisfaction, happiness or self – happiness however the satisfaction on the work. Job satisfaction relates to the whole relationship between a personal and therefore the leader that he's paid. Job satisfaction is outlined because the enjoyable emotion ensuing from the appraisal of one's job as achieving or facilitating the accomplishment of one's job values. Positive angle towards job are reminiscent of job satisfaction.

Shibu Baby John-Labour Minister of Kerala (2013) conducted a study on the subject "Domestic Migrant Labours in Kerala" and this study shows that over seventy-five per cent of DML come back from five states specifically West Bengal, Bihar, Assam, Uttar Pradesh etc. it's a piece force consisting nearly entirely of single males aged between eighteen to thirty-five this study shows that over 75 years and is very mobile inside Kerala. DML work for long hours but they are doing not get the advantages of social insurance schemes. they're unaware of their labour rights and obligations. They're not unionized.

Gosal G S and Krishnan (1975) examined the pattern of migration through their study

"Pattern of internal migration in India" and determine the areas of in and out migration and

predicted the long run migration trends on the idea of census knowledge. Consistent with them labour mobility in Asian country was restricted on account of varied socio economic and cultural reasons. But due to economic and academic development individuals are getting a lot of mobile, while increase in their native labour force and therefore the son of soil arguments” produce hindrances to such movements.

Labour Migration in India:

In the context of huge country like Republic of India, wherever the speed of capital accumulation varies from region to region. Individuals from less developed region move out of their native places in search of employment to a lot of developed regions of the country. The demand for labour is often a mixture of things that are specific to a specific region. Indian constitution provides basic freedom to manoeuvre to any a part of the country, right to reside, and earn resource of their selection. variety of economic, social, cultural and political factors play a crucial role within the call to manoeuvre. Internal migration spurred primarily by employment, helps to form the economic, social and political lifetime of India’s causing and receiving regions. The labour migrants face tons of challenges at their destination in an exceedingly country that’s concerned in its diversity of languages and cultures. Internal migration is a necessary and inevitable element of the economic and social lifetime of Republic of India. Therefore, safe migration ought to be inspired. However, the absence of coherent policy framework poses several challenges in achieving safe migration. the size of internal migration is repeatedly that of international migration and participation in it’s in all probability a lot of widespread.

Migrant Labour in Kerala:

Kerala is represented by the national geographic somebody mutually of the 10 paradises within the world additionally called God’s own country. This south most state of federal Republic of India is laid low with a private vacuum within the domestic labour sector. The commendable proportion of the state’s acquisition has aggravated ablest bodied men and ladies to create a marathon bid to the Arab deserts to dig gold because it was. the degree of interstate migrant labours in Kerala is increasing perpetually. Most of the migrants are returning from state, Bihar, West Bengal, Assam, Odisha etc. Kerala has practised a shortage of labour thanks to the increasing acquisition level. In such a state of affairs the influx of interstate migrant labourers in Kerala has hyperbolic. Clearly there are many factors that prompted the migrant staff to go away their homes and are available to Kerala. The relatively low level of wages, lack of employment opportunities and therefore the increasing inaccessibility of the agricultural sector and its seasonal nature have prompted most of them to hunt employment elsewhere. Anumber of these migrants had come back to Kerala thanks to the invite by their friends or relatives already operating here. Kerala has currently become a moneymaking job marketplace for staff hailing from varied components of Republic of India. within the initial stages of migration, influx was in single, however currently the pattern has modified with setting down in their adopted homes with families. The migrant labour in Kerala isn’t a consistent mass and is differentiated by language, their state of origin, faith and caste, the channels through that they reach Kerala, the place and sector within which they work and therefore the wage and profit the receive. Migrant staff currently found in most styles of work openings in Kerala. The staff appear currently to be moving to Kerala with their friends and landing at centres in Kerala wherever they congregate in what will currently be known as the labour markets.

3. Research Methodology

This part describes the overall design of the study, sources of data, sample design, tools used for measurement and analysis etc.

3.1 Research Design

Research design is the major research methods, techniques and other relevant details about the whole process of the research study.

Source of Data

This study is highly dependent on primary data which was collected directly from the respondents through questionnaire. Secondary data was obtained from already published research works, journals, newspaper reports, financial management textbooks etc.

Sample Size

The total estimated sample size was 250 but number of considerable and trustable responses counted to 200. Initiative was taken to encompass equal number of male and female and also adequate number of responses in each respective age groups.

Sampling method

The research was made by the survey in accordance to the convenience of the labourers so, the sample type is convenient sampling.

Data Collection

The whole primary data was collected using questionnaire circulated among migrant labourers currently working in mavelikara taluk, Alappuzha district. Questionnaire mainly included some questions like satisfaction of employees, satisfaction towards wages, employer's attitude etc. The questionnaire also evaluated the consciousness of employees on the additional benefits or any other kind provided by employers to employees. Mostly multiple choice questionnaire were employed somehow few open ended questions were also incorporated.

Sample Unit

The research was mainly focused on migrant labourers who have are currently working in Mavelikara taluk including both male and female.

3.2 Hypothesis

H01: There is a relation between gender and the satisfaction level of migrant labourers towards job

H02: There is no relation between the reason of migrant labourers opting Kerala and their educational qualification

3.3 Limitations

- Disagreements from the part of employers or labour contractors for mistreatment the operating hours as a section of the discussions and interactions with the labourers.
- Reluctance or hesitation from the part of labourers to talk regarding them and additionally their employers.
- There were some communication problems while talking with certain employees.

4. Results And Discussions

Profile of the respondents:

Total estimated responses were 250 but number of true and trustworthy responses counted to 200. Efforts were taken to equalize the proportion between male and female respondents and equal distribution between all the age groups. But the data set has shown an unequal distribution where 46.67% of the total respondents were within the age group of 25-35 from which we can infer that almost half of the total respondents comes under the category 'Young population'. 38.33% were within the age group of 18-25 and 10% were within the age group of 36-45 and the rest 5% were more than 45 years of age.

Out of the total respondents 75% were Male and the rest 25% were female.

Chi-Square Tests:

1. From the below table it can be inferred that, the symmetric measures showing a chi-square value of 0.266 which is lesser than the significant value 0.05 and thereby lies in the rejection region. so, the null hypothesis stating "there is a relation between gender and the satisfaction level of migrant labourers towards job" is rejected and thus the alternate hypothesis is accepted. so here chi-square test proves that there is no a relation between gender and the satisfaction level of migrant labourers towards job.

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.651 ^a	2	.266
Likelihood Ratio	2.520	2	.284
Linear-by-Linear Association	2.571	1	.109
N of Valid Cases	200		

2. From the below table it can be inferred that, the symmetric measures showing a chi-square value of 0.409 which is lesser than the significant value 0.05 and thereby lies in the rejection region. so, the null hypothesis stating “there is a relation between the reason of migrant labourers opting Kerala and their educational qualification” is rejected and thus the alternate hypothesis is accepted. so here chi-square test proves that there is no relation between the reason of migrant labourers opting Kerala and their educational qualification.

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.789 ^a	2	.409
Likelihood Ratio	1.780	2	.411
Linear-by-Linear Association	.881	1	.348
N of Valid Cases	200		

5. Conclusion

In a developing country like India, labour migration notably internal labour migration may be a survival strategy for several labourers in search of a more robust sustenance and opportunities. staff migrating among a rustic sometimes move from less developed regions to a lot of developed ones. This analysis study geared toward distinctive the duty satisfaction of migrant labourers of Mavelikara Taluk. The study reveals that the most reasons for migration square measure the shortage of employment opportunities in their native places and impoverishment. Higher wages and better demand for the unskilled labourers square measure the foremost attracted factors for the migrants up here. Although migrant labourers have gotten regular wages and overtime payments, they're not given a secure and secured operating conditions. this can be in the main because of the shortage of welfare measures, the laws protective migrant labourers and relatively less participation in trade unions. This study conjointly aims to spot the living conditions if these labourers and disclosed the very fact that they're solely given a satisfactory level of living conditions and alternative facilities. However still wants far more improvement to lift their normal of living up here. Although the migrant labourers square measure a true boon to Keralite, they need the host society’s perspective towards them and a habit of stigmatisation them as unreliable outsiders. Kerala has got to do far more for the advance of those backbones of our society.

6. Suggestions

- A common single purpose or one-time voluntary registration system are often planned. The advantages of all government schemes are conditional on this registration

- State government has to initiate a social security net for the migrant labourers.
- They have to be treated like local labourers.
- Provide a lot of further edges like bonus etc. and job security measures like life assurance, medical insurance etc. for migrants.
- Govt must Provide education facilities for the children of migrant labourers in Kerala.
- Steps must be taken to make the migrant labourers aware of their rights and obligations through different awareness programmes.
- Strict measures or laws must implement by the authorities to ensure the safe and secured working conditions of the labourers.
- More interest should be there from part of government to improve the residential facilities as well as the living conditions of migrant labourers..

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