

**An Economic Study Of Job Satisfaction of port Trust Workers in
Thoothukudi District Of Tamil Nadu**

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Abstract

The current study is undertaken to analyse the workplace facilities and its impact on port trust workers on job satisfaction. The study has the following objectives

1. To study the socio-economic outline of the port trust workers.
2. To find out the nature of work of the port trust workers.
3. To analyse the motivational factors to join the port trust
4. To examine the workplace facilities and impact on port trust workers

This study conducted in Thoothukudi V.O.C. Port Trust in Tamil Nadu. A sample of 750 workers was selected. The data to be collected from primary and secondary sources is to be analysed with the help of some statistical tools like average, percentages, standard deviation, chi-square test, t test and Garrett's ranking techniques. According to the study, the workplace facilities and its impact of port trust workers on job satisfaction were found low in the variables namely strong trade unionism, refreshment facilities, recreational facilities and hygienic working conditions respectively. The mean score values of these variables are 2.34, 2.39, 2.57 and 2.66, respectively. The study reveals that the association between the satisfaction of port trust and socio-economic variables, namely age, nature of work and motivational factors is significant at 5 per cent level as the P-value is less than 0.05. Hence, the null hypothesis rejected for these variables. The rest of the socioeconomic variables, namely, sex, educational qualification and workplace facilities not significantly associated at 5 per cent level with the satisfaction of port trust. Hence, the null hypothesis has accepted for these variables. The present study brings adequate evidence to the fact that the welfare of the port trust workers tends to be better economically after joining the port trust in the study area. The attitudes, feelings and emotions of workers towards a job play an essential role in determining job satisfaction, and this study provides to enhance job satisfaction and performance of the Thoothukudi V.O.C. Port Trust workers. The study has proved that the port trust workers socio-economic wellbeing causing increased work efficiency.

Keywords: Shipping, transport, infrastructure, economic development, job satisfaction.

INTRODUCTION

Seaports play an essential role in the country's growth¹. As gateways of both international and domestic trade, ports constitute the necessary infrastructure for economic development². Shipping and transport is an integral part of the production process and therefore has a direct bearing on a country's economy and development³.

Port is a labour-intensive sector and has been undergoing continuous change because of a change in technology. This has a significant impact on workers. This change demands newer skills for the workers. With the development of the port, several key industries in both public and private sectors will come up; moreover, there will be healthy growth in the industrial sector of the country.

Economic welfare, though it has been provided to contribute to efficiency in production, is expensive. Each employer provides welfare measures of varying degrees of importance for the labour force. The social and economic features of the life of the workers have a direct influence on the social and financial development of the country. The study of 'economic welfare of labour' has infinite importance in the current situation. It is mainly anxious with the improvement of the efficiency of labours.

The performance of the labourers mainly depends upon the workplace satisfaction. He derives from the facilities and opportunities. Almost every job can provide a level of satisfaction⁴. Ayeni (2007)⁵ revealed that work motivation and job satisfaction are (a) job

¹ Vijay Shukla, "A Study on Human Resource Functions with Reference to Visakhapatnam Port Trust at Visakhapatnam", Post Graduate Diploma in Management, Viswanadha Business School, Visakhapatnam, 2008-2010.

² Basic Port Statistics of India 2001-2002, "An Over View of Performance of Indian Ports", p.4.

³ National Council of Applied Economic Research, "Contribution of Shipping to the National Economy", Indian Shipping Industry, Retrospect and Prospect 1993, p.59.

⁴ The Editors of Crisp Publications, "Achieving Job Satisfaction - A Crisp Assessment Profile", Viva Books Private Limited, New Delhi, 2004, p.3.

rate, which is the standing the organization attaches to each job;(b) payment, which encourages employees by rewarding them according to their performance;(c) personal or special allowances; and (d) fringe benefits such as holidays with pay, pensions, and so on.

Cunningham and Eberle (1990)⁶ emphasised that personal needs are satisfied when rewards from the organisation, such as compensation, promotion, recognition, and development, meet their expectations. Watson *et al.* (2003)⁷ studies indicate that many different aspects of the job, such as pay, promotions, supervision, fringe benefits, one's co-workers support, and excessive working hours are associated with levels of satisfaction. The present study is started to analyse the workplace facilities and their impact on port trust workers on job satisfaction.

OBJECTIVES OF THE STUDY

The study has the following objectives

1. To study the socio-economic outline of the port trust workers.
2. To find out the nature of work of the port trust workers.
3. To analyse the motivational factors to join the port trust
4. To examine the workplace facilities and impact on port trust workers

METHODOLOGY

This study conducted in Thoothukudi V.O.C. Port Trust in Tamil Nadu. A sample of 750 workers was selected at a rate of 95.91 percent of the total workers. The primary data were collected from Port Trust workers in Thoothukudi District of Tamil Nadu by using interview schedules. The researcher, before the first data collection, visited the nine significant departments of the Thoothukudi V.O.C. Port Trust such as Administrative, Mechanical & Electrical, Traffic, Finance, Civil, Medical, Marine, Vigilance and C.H.D.

⁵Popoola, S.O., Ayeni, C.O., (2007) Work Motivation, Job Satisfaction, and Organisational Commitment of Library Personnel in Academic and Research Libraries in Oyo State, Nigeria. *Library Philosophy and Practice*.

⁶Cunningham, J. B., & Eberle, T. (1990). A guide to job enrichment and redesign. *Personnel*, 67(2), 56-61.

⁷Watson, I., Buchanan, J., Campbell, I., & Briggs, C. (2003). *Fragmented Futures: New Challenges in Working Life*. Sydney, New South Wales: The Federation Press.

The researcher explained the heads about the purpose of the study. With their supports, the respondents were selected and interacted. The final structure of the interview schedule was framed after the pre-test and pilot study. The secondary data were collected from the Administrative reports, the reports of the Department of Economics and Statistics and Ministry of Shipping, Government of India, journals, books, reports, documents, theses and websites. The reference period of the survey was 2018-2019. The data to be collected from primary and secondary sources is to be analysed with the help of some statistical tools like average, percentages, standard deviation, chi-square test, t test and Garrett's ranking techniques.

TABLE 1
AGE WISE ANALYSIS OF THE RESPONDENTS

Sl. No.	Age (in years)	No. of Respondents	Percentage
1.	Below 30	118	15.73
2.	30 – 40	126	16.80
3.	40 – 50	308	41.07
4.	50 and above	198	26.40
	Total	750	100.0

Source: Primary Data.

Note: Mean age of port trust workers 42.81 years

It is inferred from Table 1 that the majority of the port trust workers (41.07 percent) fit the age group of 40 to 50 years, followed by 50 years and above (26.40 percent). 16.80 percent of the port trust workers belong to the age group of 30 to 40 years, and below 30 years, (15.73 percent). The mean age of port trust workers worked out to be 42.81 years.

TABLE 2
SEX-WISE ANALYSIS OF THE RESPONDENTS

Sl. No.	Sex	No. of Respondents	Percentage
1.	Male	685	91.33
2.	Female	65	8.67
	Total	750	100.0

Source: Primary data.

From Table 2, it has been inferred that out of 750 respondents, the majority of 685 (91.33 percent) are male and rest 65 (8.67 percent) are female, respectively.

TABLE 3
EDUCATIONAL STATUS OF THE RESPONDENTS

Sl. No.	Education	No. of Respondents	Percentage
1	School Level	248	33.07
2	College Level	347	46.27
3	Professionals	67	8.93
4	Diploma/ITI	88	11.73
	Total	750	100.0

Source: Primary data.

The Table 3 revealed that out of 750 respondents, a maximum of 46.27 percent of the Port trust workers are having college-level education, followed by 33.07 percent Port trust workers are school level education and 11.73 percent with Diploma / ITI. Only 8.93 percent of the Port trust workers has a Technical level education.

TABLE 4
NATURE OF WORK OF THE SELECTED RESPONDENTS

Sl. No.	Nature of work	No. of Respondents	Percentage
1.	Skilled	694	92.53
2.	Unskilled	56	7.47
	Total	750	100.0

Source: Primary data.

As per Table 4, 92.53 percent of workers are skilled workers, and the remaining 7.47 percent of workers are unskilled workers in the port trust.

TABLE 5
MOTIVATIONAL FACTORS TO JOIN PORT TRUST

Sl. No.	Motivational factors	Average Score	Rank
1.	Better standard of living	64.31	III
2.	Social status	53.15	V

3.	White-collar Job	61.97	IV
4.	Less stress in work	42.17	VII
5.	Good pay structure	72.32	I
6.	Personal security	68.54	II
7.	Good working environment	50.72	VI

Source: Computed from Primary Data

It is evident from Table 5 the prioritised motivational factors for choosing the occupation by the sample respondents in port trust. It is inferred that by using Garrett’s score. The first rank for choosing the occupation was assigned to good pay structure, followed by jobs are duly secured with personal security. Third and fourth ranks were given to a better standard of living and a white-collar job. To have a feeling of social status, pleasant working environment, and less stress in work was ranked fifth, sixth and seventh, respectively.

Workplace facilities and impact on port trust workers

This section deals with the workplace facilities and its impact on port trust workers on job satisfaction. The concept of workplace facilities incorporates not only prosperity and employment, but also the built atmosphere, physical and emotional health, education, refreshment and leisure time, and social belonging.

In the present study, the workplace facilities and its impact on port trust workers on job satisfaction are measured through ten selective variables such as housing facilities, transport facilities, medical facilities, refreshment facilities, recreational facilities, strong trade unionism, hygienic working conditions, provision of safety measures, quality of training programme and better necessary facilities at workplace. Each of the ten variables is measured with the help of responses to relevant questions in respect to each construct by using a five-point scaling technique according to their level of knowledge namely 'strongly agree', 'agree', 'neutral', 'disagree' and 'strongly disagree' which carries 5, 4, 3, 2, and 1 marks respectively. In order to inspect the differences in mean score values of each variable of the workplace facilities of port trust workers and its impact on job satisfaction, the computed mean score values and t-values are presented in Table 6.

TABLE 6
WORKPLACE FACILITIES AND ITS IMPACT

Group Mean				
Sl. No.	Workplace facilities	Mean	S.D	T-test
1.	Housing facilities	3.92	1.8113	3.4871*
2.	Transport facilities	4.55	1.9733	3.3701*
3.	Medical Facilities	4.64	1.8347	3.8516*
4.	Refreshment facilities	2.39	1.3514	2.1713
5.	Recreational facilities	2.57	1.0922	2.6744
6.	Strong trade unionism	2.34	1.1354	1.2074
7.	Hygienic working conditions	2.66	1.7312	3.1703*
8.	Provision of Safety Measures	3.11	1.6403	1.6376*
9.	Quality of training programme	3.47	1.5521	2.3918*
10.	Better Basic Facilities at Work Place	3.83	1.4865	2.8517*

* Significant at 5 per cent level.

According to Table 6, the workplace facilities and its impact of port trust workers on job satisfaction were found low in the variables namely strong trade unionism, refreshment facilities, recreational facilities and hygienic working conditions respectively. The mean score values of these variables are 2.34, 2.39, 2.57 and 2.66, respectively. The workplace facilities and its impact of port trust workers on job satisfaction were found high in the variables namely provision of safety measures, quality of training programme, better necessary facilities at the workplace, housing facilities, transport facilities and medical facilities. The mean score values of these variables are 3.11, 3.47, 3.83, 3.92, 4.55 and 4.64, respectively. The significant difference among the workplace facilities of port trust workers on job satisfaction after joining port trust is found high in all aspects of workplace facilities except refreshment facilities, recreational facilities and strong trade unionism since its respective 't' statistic are not significant at 5 per cent level.

TABLE 7

THE EFFECT OF SOCIOECONOMIC CHARACTERISTICS ON THE SATISFACTION OF PORT TRUST WORKERS USING THE CHI-SQUARE TEST

Socio-Economic variables	Chi-Square values	P Values	Significance
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Age	18.64	0.001*	Significant
Sex	5.18	0.302	Not Significant
Educational Qualification	8.37	0.257	Not Significant
Nature of work	32.51	0.001*	Significant
Motivational factors	22.37	0.001*	Significant
Workplace facilities	6.93	0.265	Not Significant

* Significant level of 5 per cent.

The above table 7 reveals that the association between the satisfaction of port trustand socio-economic variables namely age, nature of work and motivational factorsis significant at 5 per cent level as the P-value is less than 0.05. Hence, the null hypothesis rejected for these variables. The rest of the socioeconomic variables, namely, sex, educational qualification and workplace facilitiesnot significantly associated at 5 per cent level with the satisfaction of port trust. Hence, the null hypothesis has accepted for these variables.

CONCLUSION

Every human being is the finest one, who needs skills, talents, attitudes, motivation career planning and delivering goods and services in time with the facilities of labour welfare measures and social security. Employees are highly perishable, who need constant welfare measures for up-gradation and performance in this field. Welfare facilities are essential to motivate and retain employees. Most of the welfare facilities are methods of hygienic among workers by providing welfare measures. The present study brings adequate evidence to the fact that the welfare of the port trust workers tends to be better economically after joining the port trust in the study area. The attitudes, feelings and emotions of workers towards a job play an essential role in determining job satisfaction, and this study provides to enhance job satisfaction and performance of the Thoothukudi V.O.C. Port Trust workers. The study has proved that the port trust workers socio-economic wellbeing causing increased work efficiency.