

A Study on Job Satisfaction of Unregistered Agricultural Women Labourers in Tirunelveli District.

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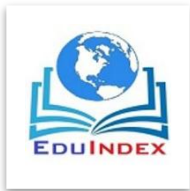
Abstract

India is essentially an agricultural country, as about seventy percent of the population lives in villages. Majority of the Indian rural workers are agriculture dependent, in which the share of agricultural labourers is quite high. Agricultural labourers contribute enormously towards the rural economy and also to the national economy. The concept of job satisfaction is a comprehensive one covering attitudes of an employee towards various job factors. This paper studies the job satisfaction of unregistered agriculture women labourers in Tirunelveli District. For this purpose, primary data were collected by the researcher through interview schedule method. This chapter is designed to study the determinants such as age, marital status, educational qualification, family size, monthly income, field employed, period of payment of wages, and years of experience in work. 'One way ANOVA' and independent sample 't' test, has been used for finding out the job satisfaction of women labourers in agriculture fields.

Keywords: Job Satisfaction, Agriculture, Unregistered Female Agricultural labourers.

INTRODUCTION

India is essentially an agricultural country, as about seventy percent of the population lives in villages. Majority of the Indian rural workers are agriculture dependent, in which the share of agricultural labourers is quite high. Agricultural labourers contribute



enormously towards the rural economy and also to the national economy. One of the most distinguishing features of the rural India has been the growth in the number of agricultural workers, cultivators and agricultural labourers engaged in crop production. The phenomena of underemployment, under-development and surplus population are simultaneously manifested in the daily lives and living of the agricultural labourers. Job satisfaction derived from land is the result of many interrelated factors which cannot be completely isolated from one another for analytical purpose. However they can by the use of statistical techniques are sufficiently separated so as to give an indication of their relative importance of job satisfaction. The concept of job satisfaction is a comprehensive one covering attitudes of an employee towards various job factors.

Objectives of the Study: To analyse and interpret the job satisfaction of unregistered women labourers in agriculture field.

Hypothesis:

In order to achieve the objectives of the present study the researcher has formulated the following hypothesis.

H₀: There is no significant difference in job satisfaction towards job among the different demographic factors of unregistered agriculture women labourers.

H₀: There is no significant difference in job satisfaction towards working condition among the different demographic factors of unregistered agriculture women labourers.

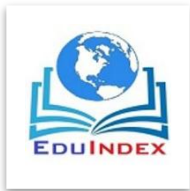
H₀: There is no significant difference in job satisfaction towards emoluments and perquisites among the different demographic factors of unregistered agriculture women labourers.

H₀: There is no significant difference in job satisfaction towards work relationship among the different demographic factors of unregistered agriculture women labourers.

H₀: There is no significant difference in job satisfaction towards balancing family and work among the different demographic factors of unregistered agriculture women labourers.

H₀: There is no significant difference in overall job satisfaction among the different demographic factors of unregistered agriculture women labourers.

Area of the study



The area selected for the study is Tirunelveli District. The present study covers the women labourers in agriculture field in Tirunelveli district. It is located in the southern part of Tamil Nadu and surrounded by Virudhunagar District in the north, Western Ghats in the West, Kanyakumari District in the south and Tuticorin District in the East.

Methodology

Methodology is a systematic way to solve the research problem. The present study aims at bringing out an analysis of job satisfaction of women labourers in agriculture in Tirunelveli district. It is mainly based on both primary and secondary data. Researcher collected data through interview schedule method. Interview schedule is prepared by the researcher. The enumerator appointed to collect the data from respondents by using interview schedule. The interview schedule is translated into Tamil language for easy understanding purpose. It is read before the respondent (i.e. women labourers in agriculture). The respondent gives their answers. The researcher collects the information from them. Secondary data is collected from books, journals, magazines, newspapers, circulars, Tamilnadu workers welfare board office, labour office, statistical department in Tirunelveli and websites.

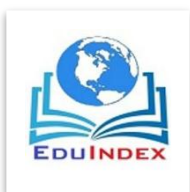
Sampling Technique

The researcher used area wise proportionate random sampling for selecting sample respondents from the population in the study area. For this study 150 respondents were chosen from Tirunelveli District. 150 respondents are selected from agricultural women labourers. They are not registered under Chief Minister's Uzhavar Pathukappu Thittam 2011. They are unskilled workers. They are unregistered agricultural women labourers. Interview schedule method is used to collect data from the respondents.

Tools for Analysis

One way ANOVA, Independent sample T-test were used to analyse the data by using Statistical Package for Social Sciences (SPSS).

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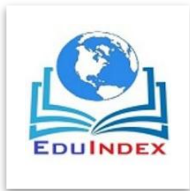
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Table – 1 Age and job satisfaction of Unregistered Agricultural labourers

Job satisfaction	F value	p value	Significance
Job	1.228	0.301	Not significant
Working Condition	1.500	0.205	Not significant
Emoluments and Perquisites	3.046	0.019	Significant
Work Relationship	0.650	0.628	Not significant
Balancing Family and Work	0.216	0.929	Not significant
Overall Job Satisfaction	2.567	0.041	Significant

Source: Primary data

From the table 1, it is found that the 'F' value for satisfaction towards emoluments and perquisites and overall job satisfaction of unregistered agricultural labourers among different age group of unregistered agricultural labourers in Tirunelveli District is 3.046, 2.567, which is significant at 5% with p value of 0.019, 0.041. Since p value is less than the 0.05, the null hypothesis is rejected. Therefore it may be concluded that there is a significant difference in satisfaction towards emoluments and perquisites and overall job satisfaction among the different age groups of unregistered agricultural labourers in Tirunelveli District. Table also shows that the 'F' value for satisfaction towards job, working conditions, work relationship and balancing family and work among different age groups of unregistered agricultural labourers in Tirunelveli District is (F value) 1.228, 1.50, 0.65, 0.216 which is significant at 5% with p value of 0.301, 0.205, 0.628, 0.929. Since p value is greater than the 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is no significant difference in satisfaction towards job, working conditions, work relationship and



balancing family and work among different age groups of unregistered agricultural labourers in Tirunelveli District.

Table – 2 Marital status and job satisfaction of unregistered agricultural labourers

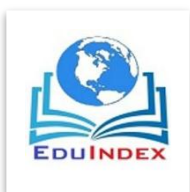
Job satisfaction	F value	p value	Significance
Job	0.006	0.722	Not significant
Working Condition	0.357	0.054	Not significant
Emoluments and Perquisites	0.000	0.062	Not significant
Work Relationship	2.368	0.173	Not significant
Balancing Family and Work	0.026	0.951	Not significant
Overall Job Satisfaction	0.144	0.067	Not significant

Source: Primary data

Table 2 shows that the 'p' value for satisfaction towards job, working condition, emoluments and perquisites, work relationship, and balancing family and work and overall job satisfaction of unregistered agricultural labourers having different marital status in Tirunelveli District is (p value) 0.722, 0.054, 0.062, 0.173, 0.951, 0.067 which is significant at 5% . Since p value is greater than the 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is a no significant difference in satisfaction towards job, working condition, emoluments and perquisites, work relationship, and balancing family and work and overall job satisfaction among unregistered agricultural labourers in Tirunelveli District having different marital status.

Table – 3 Educational qualification and Job satisfaction of Unregistered agricultural labourers

Job satisfaction	F value	p value	Significance
Job	2.717	0.022	Significant
Working Condition	2.178	0.060	Not significant
Emoluments and Perquisites	3.558	0.005	Significant
Work Relationship	2.806	0.019	Significant
Balancing Family and Work	1.325	0.257	Not significant



Overall Job Satisfaction	4.283	0.001	Significant
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Source: Primary data

Table 3 shows that the 'F' value for satisfaction towards job, emoluments and perquisites, work relationship and overall job satisfaction of unregistered agricultural labourers having different educational qualification is 2.717, 3.558, 2.806, 4.283, which is significant at 5% with p value of 0.022, 0.005, 0.019 and 0.001. Since p value is less than the 0.05, the null hypothesis is rejected. Therefore it may be concluded that there is a significant difference in satisfaction towards job, emoluments and perquisites, work relationship and overall job satisfaction of unregistered agricultural labourers in Tirunelveli District having different educational qualifications. Table also shows that the 'F' value for satisfaction towards working conditions, and balancing family and work of unregistered agricultural labourers in Tirunelveli District having different educational qualifications is 2.178, 1.325, which is significant at 5% with p value of 0.06, 0.257. Since p value is greater than the 0.05, the null hypothesis is accepted.

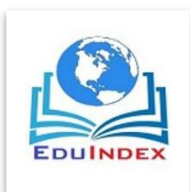
Table – 4 Family Size and Job satisfaction of unregistered agricultural labourers

Job satisfaction	F value	p value	Significance
Job	0.351	0.789	Not significant
Working Condition	0.755	0.521	Not significant
Emoluments and Perquisites	0.050	0.985	Not significant
Work Relationship	2.632	0.052	Not significant
Balancing Family and Work	0.882	0.452	Not significant
Overall Job Satisfaction	0.727	0.537	Not significant

Source: Primary data

Table 4 shows that the 'F' value for satisfaction towards job, working conditions, emoluments and perquisites, work relationship and balancing family and work and overall job satisfaction among different family size of unregistered agricultural labourers in Tirunelveli District is 0.351, 0.755, 0.05, 2.632, 0.882, 0.727, which is significant at 5% with p value of 0.789, 0.521, 0.985, 0.052, 0.452, 0.537. Since p value is greater than the 0.05, the null hypothesis is accepted.

Table – 5 Monthly income and Job Satisfaction of unregistered agricultural labourers



Job satisfaction	F value	p value	Significance
Job	1.075	0.371	Not significant
Working Condition	1.919	0.110	Not significant
Emoluments and Perquisites	1.180	0.322	Not significant
Work Relationship	2.610	0.038	Significant
Balancing Family and Work	1.957	0.104	Not significant
Overall Job Satisfaction	1.728	0.147	Not significant

Source: Primary data

Table 5 shows that the 'F' value for satisfaction towards work relationship of unregistered agricultural labourers earning different monthly income in Tirunelveli District is 2.610, which is significant at 5% with p value of 0.038. Since p value is less than the 0.05, the null hypothesis is rejected. Therefore it may be concluded that there is a significant difference in satisfaction towards work relationship of unregistered agricultural labourers in Tirunelveli District earning different monthly income. Table further shows that the 'F' value for satisfaction towards job, working conditions, emoluments and perquisites and balancing family and work and overall job satisfaction of unregistered agricultural labourers in Tirunelveli District earning different monthly income is 1.075, 1.919, 1.180, 1.957, 1.728, which is significant at 5% with p value of 0.371, 0.110, 0.322, 0.104, 0.147. Since p value is greater than the 0.05, the null hypothesis is accepted.

Table - 6 Payment of wages and Job satisfaction of Unregistered agricultural labourers

Job satisfaction	F value	p value	Significance
Job	0.713	0.546	Not significant
Working Condition	0.506	0.679	Not significant
Emoluments and Perquisites	0.315	0.815	Not significant
Work Relationship	1.796	0.151	Not significant
Balancing Family and Work	0.454	0.715	Not significant
Overall Job Satisfaction	1.253	0.293	Not significant

Source: Primary data

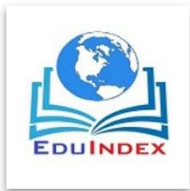


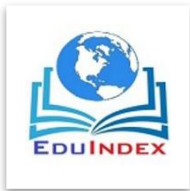
Table 6 shows that the 'F' value for satisfaction towards job, working conditions, emoluments and perquisites, work relationship and balancing family and work and overall job satisfaction of unregistered agricultural labourers in Tirunelveli district having different frequency of payment of wages is 0.713, 0.506, 0.315, 1.796, 0.454, 1.253, which is significant at 5% with p value of 0.546, 0.679, 0.815, 0.151, 0.715, 0.293. Since p value is greater than the 0.05, the null hypothesis is accepted. Therefore it may be concluded that there is no significant difference in satisfaction towards job, working conditions, emoluments and perquisites, work relationship and balancing family and work and overall job satisfaction of unregistered agricultural labourers in Tirunelveli district having different frequency of payment of wages.

Table – 7 Years of Experience and Job Satisfaction of Unregistered agricultural labourers

Job satisfaction	F value	p value	Significance
Job	1.868	0.119	Not significant
Working Condition	2.967	0.022	Significant
Emoluments and Perquisites	0.727	0.575	Not significant
Work Relationship	1.942	0.107	Not significant
Balancing Family and Work	0.358	0.838	Not significant
Overall Job Satisfaction	1.267	0.286	Not significant

Source: Primary data

Table 7 shows that that the 'F' value for satisfaction towards working conditions of unregistered agricultural labourers in Tirunelveli District having different years of experience is 2.967, which is significant at 5% with p value of 0.022. Since p value is less than the 0.05, the null hypothesis is rejected. Therefore it may be concluded that there is a significant difference in satisfaction towards working conditions of unregistered agricultural labourers in Tirunelveli District having the different years of experience. Table 7 further shows that the 'F' value for satisfaction towards job, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of unregistered agricultural labourers in Tirunelveli District having different years of experience is 1.868, 0.727, 1.942, 0.358,

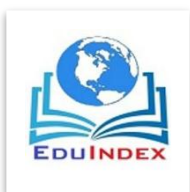


1.267, which is significant at 5% with p value of 0.119, 0.575, 0.107, 0.838, 0.286. Since p value is greater than the 0.05, the null hypothesis is accepted.

Findings:

- Age is not a significant variable in determining the satisfaction towards job, working conditions, work relationship and balancing family and work of unregistered agricultural labourers.
- Marital status is not a significant variable in determining satisfaction towards job, working condition, emoluments and perquisites, work relationship, and balancing family and work and overall job satisfaction of unregistered agricultural labourers in Tirunelveli District.
- Educational qualification is not a significant variable in determining the satisfaction towards working conditions and balancing family and work among unregistered agricultural labourers.
- Family size is not a significant variable in determining the satisfaction towards job, working conditions, emoluments and perquisites, work relationship and balancing family and work and overall job satisfaction among unregistered agricultural labourers in Tirunelveli District.
- Monthly income is not a significant variable in determining the satisfaction towards job, working conditions, emoluments and perquisites, balancing family and work and overall job satisfaction of unregistered agricultural labourers in Tirunelveli District earning different monthly income.
- Frequency of payment of wages is not a significant variable in determining the satisfaction towards job, working conditions, emoluments and perquisites, work relationship and balancing family and work and overall job satisfaction of unregistered agricultural labourers.
- Years of experience is not a significant variable in determining the satisfaction towards job, emoluments and perquisites, work relationship, balancing family and work and overall job satisfaction of unregistered agricultural labourers.

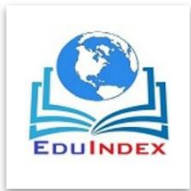
Conclusion



Women are the major contributors in agriculture and its allied fields. Her work ranges from household and family maintenance activities, to transporting water, fuel and fodder. Women's status is low by all social, economic and political indicators. The low earning of those women cannot meet with their daily needs. They live under unhygienic environment which results dangerous diseases. It is the need of the hour that government and NGO's must come forward to improve the life of women agricultural labourers.

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