

## Job Satisfaction among Industrial Workers with Reference to their Residential Area

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### ABSTRACT

Job is an important part of life. Job satisfaction is central to many aspects of industrial and organizational development. The satisfied workers produce more and wherefrom. Job satisfaction is favorable attitude as well as high industrial morale. The present research concentrated on 120 industrial workers (both: male & female) from Junagadh industrial area. Data was collected through structured questionnaire of job satisfaction. The obtained data were analyzed and interpreted on using statistical tools such as mean, standard deviation and t-test. The research concludes that there are no significant difference in job satisfaction among male workers of urban and rural area. As regarding the female workers there are also no significant difference found among comparative groups of urban and rural area on their mean scores of job satisfaction.

**Keywords:** *Industrial Workers Male & Female, Residential Area, Urban And Rural, Job Satisfaction*

Job satisfaction is an attitude but points out that researchers should clearly distinguish the objective of cognitive evaluation which are affecting, beliefs, emotion, and behaviors. Structure of human needs utilized in organizational psychology is that proposed by Maslow. Maslow's need hierarchy posits five categories of human needs, arranged in a hierarchy. Maslow's theory explains that people seek to satisfy to five specific needs in life- psychological needs, safety needs, social needs, self-esteem needs and self-actualization. In today's competitive world. Management needs to continuously emulate practices that will attract and retain a highly qualified and skilled workforce. In today typical professionals may no longer have the loyalty and commitment towards his job. Therefore, it is incorrect to believe that an employee-worker's work life is spent entirely in the pursuit job satisfaction.

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In simple word is simply how people feel about their jobs and different aspects of their job-work. It is the extent to which people like satisfaction or dissatisfaction their jobs. A satisfied employee-worker always 'produce' more Dissatisfied worker employee may be forced to work. Job satisfaction the sense of fulfillment and pride felt by people who enjoy work and do it well. This feeling is enhanced if the significance of the work done and its value. "*Job satisfaction refers to an individual's general attitude towards his or her job.*" Robbins (2000).

Job satisfaction depends on how a person can satisfy its particular need in his/her job and what are his/her priorities in live. Job satisfaction is central to many aspects of industrial and organizational development. Job satisfactions as central to work and organization psychology psychologists have explained the phenomenon of job satisfaction by examining the feeling or feedback of individuals.

### **Factors affecting Job satisfaction:-**

There are so many different types of factors which affect the job satisfaction of the workers like:-

#### **1. Job security: -**

Feeling of security is very much important. For every industry it is necessary to provide the security of the job to the workers-employees. To have this feeling of security.

#### **2. Condition of work:-**

Good working condition, atmosphere, pleasing surroundings are very in every industry. In this type of condition is provided to the worker or employee than the employee can done his job very well and get the satisfaction his work.

#### **3. Responsibilities at work: -**

Every worker employee has some responsibilities according to his/her position at work. If the employee remains fail to perform his/her responsibilities he/she cannot get satisfaction from his/her work. As well as if the employee/worker given the responsibilities than his/her capacity he cannot perform P.T.O. the work very well and again feel the dissatisfaction.

#### **4. Type of work:-**

Type of work is very important to perform the job very well. If the worker has been given the work in which he has the interest than the work will be done very effectively, in this way worker can give good performance to his work. In other side of has been given the work in which he is not interested and dissatisfied with his work.

#### **5. Income/salary: -**

Salary is the very important factor regarding the job satisfaction. Income has a significant role to play for a worker in today's Indian condition higher income should lead to high job satisfaction. In this way the factor of income-salary is closely responsible for the satisfaction or dissatisfaction of any employee-worker.

#### **6. Intelligence:-**

Job satisfaction is depends on the range of and level of the intelligence. As the employee-worker has powerful intelligence he also welcome the challenges in his work. Intelligence is important

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factor to affects the level of job satisfaction. There is positive relationship worker's or employee's intelligence to job satisfaction.

### **7. Work/Job time:-**

Time of the job can also be taken as years of experience. Perhaps all persons who is just starting his/her career would be more satisfied with it.

### **8. Personality:-**

Another one factor behind the job satisfaction the job satisfaction is can be the personality of an individual. The employee who are having the impressive personalities they enjoy their jobs. Other factors regarding the jobs satisfaction of workers like - relationship of employer-employee, skill and abilities, age, sex, personality, prestige of job, working condition, communication, education, marital status, occupational status, geography, variety, required skill organizational culture, co-workers, supervisors, job satisfaction, experience of work, nature of work, opportunities of promotion work schedule of industrial workers inflected job satisfaction of employees – workers.

According to the review of literature various studies have highlighted on the job satisfaction of workers, employees. Regarding the job satisfaction of employees, workers almost different from the ones obtained in other studies. Some studies findings results also indicated that better salary and more job security, shorter working hours as well as more work autonomy are associated with higher job satisfaction. Investigated the relationship between flexibility and job satisfaction of workers and found that there was a positive link between flexibility and job satisfaction of workers. Richmond et.al. (1982) stated that moderately employees may be more productive than dissatisfied employees. Bhargava & Kelkar (2000) found a significant positive relationship of age with salary, experience and promotion. Joshi (1998) investigation the job satisfaction, job involvement and work involvement among employees of private and public sectors. It was observed that employees of public sector have exhibited more job satisfaction. And the employees of private sector have exhibited relatively less job satisfaction.

Castro and martin (2010) indicated that a positive relationship between organizational climate and job satisfaction scores. Prabha & Rorigue (2003) found that a majority of employees were highly satisfied with their jobs and the organizational climate. Rain et.al. (1991) stated that job satisfaction has a correlation with life satisfaction people who are satisfied with life will tend to be satisfied with the job. Gardon (1995) studied the job satisfaction of workers and found that if person's individual needs are satisfied then their job satisfaction increase. Islam (2003) investigated the level of satisfaction of women workers and technological change on job satisfaction in garment industries in Bangladesh. The result showed the positive and negative impact of technological change on job satisfaction factors on women workers. Gurusamy & Mahendran (2013) studied job satisfaction of employees on automobile industries of India and found of working condition. Salary, promotion key factors that contribute the employee job satisfaction. There was a number of studies has been undertaken on the job satisfaction of

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employees with different occupations. Therefore the aim of the present research was to find out the difference in the job satisfaction among the industrial workers with special reference to their residential area.

### ***Research Objectives***

Some special objectives are needed to frame to study the problem. The main objective are furnished as under:

- To measure the level of job satisfaction of the industrial male workers from urban and rural area.
- To measure the level of job satisfaction of the industrial female workers from urban and rural area.

### ***Research Hypotheses***

Keeping in view the objectives of the present study following null hypotheses framed for the present research.

- There is no significant difference in the mean score of the job satisfaction of industrial male workers with reference to their residential area.
- There is no significant difference in the mean score of the job satisfaction of industrial female workers with reference to their residential area.

## **MATERIAL & METHOD**

### ***Participants***

Overall 120 participants (industrial workers) were included in the present study. Sixty of which were male workers (thirty from urban residential area and thirty from rural residential area) and sixty which were female workers (thirty from urban residential area and thirty from rural residential area.) The sample was selected through purposive and convenient sampling technique from industrial area of Junagadh (the sample was consist of only married industrial workers). All the participants were matched on the variables of gender, education, their residential area (urban and rural area) marital status etc.

### ***Material***

*Following tool were used to collect the information.*

Personal data schedule were developed by investigator was used to collect some necessary information like- gender, education, residential area, marital status- married –unmarried. For the measurement of job satisfaction the job satisfaction inventory by Bhatt was used. The test retest reliability of the inventory was 0.83.as well as validity is high.

### ***Procedure***

Representative sample of 120 industrial workers (both: male and female) from Junagadh industrial area. After establishing the report with the respondents were requested to give their

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opinion by filling the requested information in their respective questionnaires. As well as the respondents were requested not to leave any item unanswered and incomplete. All the participants were voluntarily participants in the present study. As well as all the respondents were assured that their responses would be kept confidential. The data was coded numerically to protect the respondent's privacy.

### *Statistical analysis*

The researcher put the data edited and coded together in a carefully designed table for statistical analysis t-test was applied for the search on differences in the mean scores of job satisfaction level between comparative groups on the basis of their residential area of industrial workers.

## RESULTS

The overall purpose of the present research was to assess job satisfaction among industrial workers with special reference to their residential area. The research findings are based on the responses of 120 industrial workers both male and female. The t-test was used to compare differences on mean score of job satisfaction among the comparative groups.

*Table-1 shows that t-value of job satisfaction among Male industrial workers from urban and rural area.*

Industrial Male Workers	No.	Mean	S.D.	t-value	Sig.
Urban area	30	55.89	7.24	1.01	N.S.
Rural area	30	53.76	8.91		

The result of above table indicates that mean scores of the job satisfaction of the male industrial workers from urban and rural area 55.89 and 53.76 respectively. The t-test (1.01) shows that it is in significant at 0.05 level of significance. The result indicates that there is statistically no significance difference between the mean score of job satisfaction of male industrial workers from urban area and male industrial workers of rural area.

*Table-2 shows that t-value of job satisfaction among Female industrial workers from urban and rural area.*

Industrial Female Workers	No.	Mean	S.D.	t-value	Sig.
Urban area	30	56.98	7.09	1.38	N.S.
Rural area	30	54.29	8.03		

The result of above table indicates that mean scores of the job satisfaction of the female industrial workers from urban and rural area 56.98 and 54.29 respectively. The t-test (1.38) shows that it is in significant at 0.05 level of significance. The result indicates that there is

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statistically no significance difference between the mean score of job satisfaction of female industrial workers from urban area and female industrial workers of rural area.

### DISCUSSION

The overall purpose of the present research was to assess job satisfaction among industrial workers with special reference to their residential area. The present research findings are based on the responses obtained with the help of questionnaire from the selected sample of one hundred twenty industrial workers.

According to the result from table-1 show calculation of job satisfaction of male industrial workers from urban residential area that the mean score was 55.89 and standardization were 7.24 and the male industrial workers from rural residential area that the mean score of job satisfaction 53.76 and standardization was 8.91. The t-value of job satisfaction is 1.01 this is not significant at the level of 0.05 level of significance.

According to the result from table-2 show calculation of job satisfaction of female industrial workers from urban residential area that the mean score was 56.98 and standardization were 7.09 and the male industrial workers from rural residential area that the mean score of job satisfaction 54.29 and standardization was 8.03. The t-value of job satisfaction is (1.38) this is not significant at the level of 0.05 level of significance. The mean scores of job satisfaction of male as well as female industrial workers from urban residential area was not statistically significant as compared to the mean score of job satisfaction of male as well as female from rural residential area.

### CONCLUSION

The result obtain in the present study suggest no significant difference exist among industrial workers (both: male and female) from there urban and rural residential area on their level of job satisfaction score. On the basis of analysis of job satisfaction scale researcher draw the following conclusions.

The research concludes that there are no significant differences in job satisfaction among male workers of urban and rural area. As regarding the female workers there are also no significant difference found among comparative groups of urban and rural area on their mean Scores of job satisfaction.

#### *Suggestions for future research:*

- A study on the level of job satisfaction among industrial workers with different education can be undertaken.
- Similar study can be done in case of Private and public sector industrial workers.
- The future researcher can undertake to measure job satisfaction in different age group of industrial workers. And also undertake between the managers and workers.

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### ***Conflict of Interests***

The author declared no conflict of interests.

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