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## Sweet Poison: Employees Exploitation Theory

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### Abstract

The proportion of semi-government employees in the government sector is increasing. We have found in our study how employees are exploited by not giving equal pay for equal posts. We have specifically included teachers or professors and contract employees working in the education department. The study follows qualitative research approach. In this approach primary and secondary data were used. In primary data we organised viva with known persons who are working as semi government. And secondary data were used from ministry of labour in India, Article, journal and publications. The result shows how the government economic policies are exploit the semi government employees in development countries. How the job policies or satisfaction make sweet poison for employees.

**Key words :** Employees, jobs, government, salary, workers

### INTRODUCTION

This study emphasizes how the government in underdeveloped countries exploits the workers providing services through its economic policies. The simple meaning of 'sweet poison' is that the poison that we are eating seems tasty to us or we are living with it. But slowly and gradually it takes us under its influence.

As a result of which we become addicted to it. Ultimately it destroys our life. Similarly, the government, in its policies, makes people work on the same post for many years by not giving them the same salary for equal work, but by giving them half the salary.

Also the main thing is that while recruiting they are taken with the current qualification of the regular post. Initially, when an employee is recruited, he has a good experience. After a long time, it becomes no longer possible for those employees to live with that salary. Their family begins to grow, Given the current circumstances, they feel that they cannot move to other fields or to other jobs. Because a very long time has passed. This job will be no less than a curse for them.

We found in our study that this situation exists on a large scale in countries like India. In which we analyzed the current data of all the states and highlighted those problems. And attempted to address government

policies that exploit workers. Apart from this, we found in our study what is the intention behind such policies of the government.

We found in our empirical study that many employees worked for a long time but were not given equal pay for equal work. Similarly, among some of our friends we have , During the interview with Dr. Ashok Kumar Meena and Rahul Meena, it was found that they have been working as Assistant Professor (temporary) since 2008. But even after a long time he has been deprived of the facilities of this post.

Similarly, such employees are working in Rajasthan, Delhi, Haryana and Punjab areas. All of them are not given equal pay for equal work and equal position. This affects their workplace and productivity. The Ministry of Labour and Employment maintains the consolidated records/data of contract

Labourers/workers/employees, based on the licences and registration certificate issued under the Contract Labour (Regulation and Abolition) Act, 1970 in the central sphere. No such bifurcated data like Ministry/Department-wise and gender-wise of contract labourers /workers/employees is maintained centrally.

Based on the licences and registration certificate issued under the Contract Labour (Regulation and Abolition) Act, 1970, details of contract employees/workers/ labourers during the last three years in the Central Sphere Establishments are as under:

Years	Total NO of contract lecture/workers/employees working under central sphere	
2019	1364377	
2020	1324874	
2021	2430989	

Source : ministry of labour in India

## Review of literature

In the study we mainly focus on the exploitation of workers or employees in various departments.

In the view of Romaiza Md Akhir & Siti Nor Bayaah Ahmad, (2018) , the article point out staying or Leaving? The influence employee engagement towards turnover decision among organizations in malassiya .

Exploring the impact of front line employees extra role behaviour on students Loyalty and Retention in semi government University in the UAE, the view of A Bukhatir Alshamsi, MA Al Hawari, SA Aderibidge .

In the view of A Algawabi, M Bambang, C Sahrin, 2021, found in his studies Impact of organization culture traits on task performance through personality traits among the employees of the semi government organization in Saudi Arabia .

In another view of M mehrajumnisa, F jabeen, 2020 in Antecedents to employees suggestion schemes: the study of UAE.

The effects of transformation leadership on government employees job satisfaction during COVID -19 . The study of A. Almohtaseb, M Almahed, 2021 .

Enhancing job satisfaction among local government servants in Ghana: the relative role of diverse leadership behaviours, MK Mickson, A Anusinya, 2020.

The study of job satisfaction level of feberal/prevocalic/ semi government officers of Pakistan.

## **Methods**

The study followed qualitative research approach, the analyzed used primary and secondary data. In primary data we used interview method of known person and conduct many times. In secondary data we used published data by organization and news papers, magazines.

We followed trend analysis of jobs like this , The study followed qualitative data to comparison the performance of semi government employees and permanently employees. In the paper we included table, pictures, charts to emphasize the study.

In evaluation and justify my methodology choice in this paper, we used primary method because of (1) The study need to collect the primary data (2) Accuracy and close to results. Also we followed secondary data (1) Easily available (2) To save time and money (3) we followed registered institution data.

## **Purpose of government behind it**

After independence in India, Public expenditures are increase in growing rates. The government tries to reduce the expenditure with their economic policies. But the efforts are useless, this way is not sufficient and then government take the effort to exploit their employees by using this parameter of create semi government jobs like teachers/ Professors, other departments.

To create more jobs in one salary. We assumed that one Professor has 2.50 lakh salary, then government tries to recruit three professors on contract or other way in this salary. But this is not good effort, it is not necessary the expenditure will reduce.

To control inflation, low wage rate or salary as a result low inflation but it is exploitation of workers or employees. It makes dissatisfaction among the workers and their jobs.

Dividing the salary the government aims to create social welfare .

## **The effects of these jobs**

The biggest and main impact is on the quality of work. That is, if an employee is a teacher or professor, then if he gets low salary for a long time, he will be dissatisfied with this job.

If he is a victim of stress, he will not be able to provide quality education. In other departments, the situation of employees will be such that they will be unable to meet their increasing needs at the old salary.

This will prove to be the biggest challenge in human capital formation. That means this job will act as sweet poison for them. After a long time, employees face problems in doing other work and learning skills.

The employee will not be able to focus on his interest, skill, talent and research interest.

## **Dark moon Concept:**

Here the term dark moon indicates that if an employee does some other work secretly to earn a living apart from his regular job. He is not satisfied with the salary he receives from his regular work.

In this, the employee does regular job during the day. But they do other work in their free time or leisure time, due to lack of money they do this. The result is that the employee starts concentrating on his regular job and is not able to do other work properly. That means their work productivity is completely affected. Productivity starts decreasing which is not a good thing.

## **Result and discussion, conclusion**

In our study above we found how the economic policies of the government act as a hindrance in human capital formation. We have considered both demand and supply in this and did not ignore any aspect.

On the demand side, job seekers are given employment by the government but on the old salary or fixed salary and the supply side (government) not increasing the salary from time to time becomes the cause of dissatisfaction. Because their needs are not fulfilled, that is, they feel exploited. The situation becomes such that they are in a position to leave this job.

Now if they look for new jobs, frictional unemployment will arise, and in our study we also found how economic policies create obstacles in human capital formation. Due to lack of money, if a person starts giving priority to other work during his leisure time, then it affects the main work. That means their productivity starts decreasing.

The result is that class conflict begins between the employees and the government. Employees demand salary increase and job security. The government listens to their demands for a short period of time. Does not fulfill the remaining demands. That is, due to fear of increasing public expenditure, it does not regularize them. Then it happens that the exploited class takes refuge in the court and then a long struggle continues.

Finally we found in our study that the government makes policies but does not review them from time to time. Whatever schemes the government makes, it is made keeping in mind only the supply side. Always ignores the demand side. Here, demand side means those for whom the policy is made and whom it includes (employees, workers), etc.

We have included some suggestions in our study which the government should include in the coming times for the employees.

- (1) Economic policies should focus on both sides keeping the long term in mind.
- (2) There is a need to do more review on contract posts and posts in the education department.
- (3) The government should automatically consider salary increase from time to time.

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