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Factors Influencing Job Satisfaction Of Migrant Workers In Coimbatore City

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Abstract

This study explores the various factors influencing job satisfaction among migrant workers in Coimbatore City, a region known for its industrial and economic growth. Migrant workers are vital contributors to sectors such as manufacturing, construction, and domestic work, yet they often face multiple challenges including low wages, long working hours, limited access to benefits, and inadequate living conditions. The research aims to identify the demographic, economic, and social determinants that affect their job satisfaction. A structured questionnaire was administered to 120 respondents using convenience sampling, and data was analyzed using percentage and Likert scale methods. Findings reveal that low salary, housing challenges, and long working hours are the most pressing issues affecting satisfaction. However, many workers also reported satisfaction with job security and living with family. The study concludes that improving wages, providing adequate housing and healthcare, and ensuring legal protections can significantly enhance job satisfaction and overall well-being of migrant workers. Recommendations have been made to guide employers and policymakers in creating more inclusive and supportive work environments.

Keywords : Job Satisfaction, Work Environment, Living Conditions, Living Conditions, Job Security.

INTRODUCTION

In today's globalized world, migrant workers play a crucial role in major industries like construction, agriculture, healthcare, and domestic services. Millions migrate annually in search of better opportunities, hoping for higher living standards and financial stability. However, these opportunities come with challenges that significantly impact job satisfaction, influencing productivity, retention, and overall well-being in the workplace. Many migrant workers leave their homes driven by optimism and the promise of a better life. Yet, they often encounter harsh realities such as long working hours, low wages, and minimal benefits. These grueling conditions take a toll on both their physical and emotional well-being, leading to dissatisfaction and a diminished sense of self-worth. Workplace security and fair treatment are essential for their overall job satisfaction.

A key factor influencing job satisfaction is the quality of the work environment. An ideal workplace fosters respect, fairness, reasonable work conditions, and professional growth. Unfortunately, many migrant workers face difficult environments that lack these attributes. Communication barriers, particularly language differences, further hinder their ability to understand workplace policies and express their needs, leaving them isolated and demotivated.

Beyond workplace issues, migration itself poses significant psychological challenges. Moving to a foreign country means adapting to a new culture while enduring separation from family and familiar social networks. Many migrants experience loneliness, anxiety, and depression, exacerbated by the absence of a strong support system. These mental health struggles, if left unaddressed, can severely impact their overall quality of life and job satisfaction. Cultural adaptation also plays a crucial role in migrant workers' well-being. Exposure to a new culture can be enriching, yet it often leads to alienation and discrimination. If migrants feel excluded, their motivation and self-worth suffer. Conversely, strong social networks through community organizations, workplace groups, or personal relationships can foster a sense of belonging and improve job satisfaction.

Economic stability and legal protections are vital factors in shaping migrant workers' experiences. Many migrants lack the rights and privileges granted to local workers, leading to issues such as unfair dismissal, wage theft, and unsafe conditions. Without access to legal recourse, these injustices go unaddressed, increasing dissatisfaction. Additionally, economic instability fluctuating wages and job insecurity adds stress, making their circumstances even more difficult. Understanding these interconnected challenges is essential for creating policies and workplace environments that improve the lives of migrant workers. Employers can enhance job satisfaction by offering fair wages, clear communication channels, and opportunities for career growth. Mental health and cultural integration programs can also help alleviate stress and loneliness, ensuring a more supportive work environment.

At the policy level, migrant workers must be granted basic legal protections and social services to safeguard their rights and dignity. Access to healthcare, fair labor laws, and social security benefits are fundamental in fostering equitable workplaces. When workers feel valued and secure, they are more motivated, productive, and committed to their roles. Improving job satisfaction for migrant workers has a ripple effect that benefits not only the workers themselves but also society at large. A satisfied workforce leads to higher productivity, lower turnover rates, and a more stable economy. By addressing the barriers migrant workers face and recognizing their contributions, we can create more inclusive and equitable workplaces. This discussion sets the stage for a deeper exploration of the factors shaping job satisfaction among migrant workers. By examining working conditions, mental health, and socio-cultural influences, we can develop strategies to foster work environments where all employees, regardless of background, are valued, empowered, and motivated to thrive.

REVIEW OF LITERATURE

S. Jagadees Pandi (2012) This study explores migration reasons and socio-economic conditions of 450 migrant workers in Coimbatore, India. While many perceived their status as moderate, casual workers faced challenges due to high living costs. Workers were satisfied with living standards, social security, and family life but had concerns about health and savings. Despite improvements in quality of life, financial stability and healthcare remain key issues. The study highlights migration's benefits while pointing to areas needing further support

Shyamala .M¹ and U. Jerina² (2020) Migrant workers play a crucial role in Kerala's economy, especially in construction, agriculture, and domestic work. However, they face challenges like language barriers, discrimination, and poor working conditions. Many are unaware of their rights, leading to exploitation. Kerala has introduced policies like the Migrant Workers Welfare Scheme to provide health insurance and financial aid. Despite these efforts, more measures are needed to protect their well-being and rights.

Dr . H. Krupanandhan ¹& Dr S. R. Vaishali ²(2024) Migration occurs for socio-political, economic, and ecological reasons, with migrant workers playing a key role in economic development by filling labor gaps. This empirical study, based on a survey of 463 migrant workers in Chennai, examines their life satisfaction. Findings align with the growing advocacy for including well-being in government policies. The study analyzes key determinants of life satisfaction among migrant workers in Chennai.

Radosław B. Walczak, Ph.D., (2020) A study examined the impact of wages and working conditions on job satisfaction among 509 Polish workers in Poland, the UK, and Germany. While migrants earned higher nominal wages, they perceived them as lower. Working conditions significantly influenced job satisfaction, proving to be a stronger predictor than wages. The study highlights the importance of improving work environments for both domestic and migrant workers.

P. Sakthivel and R. Hariharan (2015) Migration to Tiruppur, India's 'knitwear capital,' is driven by steady jobs and higher wages in its industrial sector. A study of 120 migrant workers found they work 60 to 80 hours weekly, with three-fourths having saving habits. Economic opportunities attract migrants, while poverty and debt push them from their hometowns. The study suggests enhancing education and career development for their children to improve migrant workers' well-being.

R. Velmurugan, M. Kalimuthu, S. Karthik, Maksud A. Madraswale, K. Srivignesh Kumar and M. Prakash (2025) Recent years have seen a rise in the phenomenon of migration for employment, which has resulted in a more diversified and dynamic global workforce. Migrant workers contribute to a variety of businesses and sectors, which is essential to the economic growth of host nations. Their job satisfaction, though, continues to be a major source of worry. This summary gives a general overview of the variables affecting migrant workers' job satisfaction, highlighting significant aspects like pay, working conditions, social support, and cultural assimilation. This study intends to shed light on the complex interactions between these variables and their effects on migrant workers' overall well-being and job satisfaction through an examination of the literature already in existence and empirical data. The results of this study can help policymakers, employers, and other stakeholders implement initiatives that improve migrant employees' job satisfaction, creating more effective, peaceful, and inclusive work environments.

STATEMENT OF THE PROBLEM

The challenges faced by migrant workers significantly affect their job satisfaction and overall well-being. Language barriers, cultural differences, and limited access to resources contribute to stress and feelings of isolation. Additionally, low wages, unsafe working conditions, and discrimination further exacerbate their struggles. Access to essential services such as healthcare, housing, and opportunities for skill development plays a crucial role in shaping their workplace experiences. However, the absence of tailored support systems negatively impacts morale, productivity, and employee retention. This study seeks to explore the factors influencing job satisfaction among migrant workers and aims to develop strategies for creating more supportive and inclusive workplaces.

SCOPE OF THE STUDY

This research aims to identify and analyse the factors influencing job satisfaction among migrant workers. Key areas of focus include working conditions, compensation, career development opportunities, and social and cultural challenges such as language barriers and cultural adaptation. The study also examines the impact of psychological well-being, including stress levels and mental health, on job satisfaction. By concentrating on migrant workers in sectors like agriculture, construction, and healthcare, the research seeks to provide insights for policymakers and employers to enhance job satisfaction and overall well-being within this workforce.

OBJECTIVES OF THE STUDY

- To identify the key demographic factors affecting job satisfaction among migrant workers.
- To explore the influence of remuneration and benefits on migrant workers' job satisfaction.
- To evaluate the impact of cultural adaptation and social integration on job satisfaction for migrant workers.

RESEARCH METHODOLOGY

Research methodology is the overall plan for conducting a research project. It outlines the steps that will be taken to collect and analyse data, as well as the theoretical framework that will guide the research. A well-defined research methodology is essential for ensuring that a research project is rigorous, reliable, and valid.

Research Design

- **Sampling Size:** 120 respondents from who are migrant workers working in Coimbatore city.
- **Sampling Technique:** Convenience Sampling Technique
- **Statistical Tools used:** Percentage Analysis, Likert scale analysis and Frequency Table
- **Primary Data:** Collected 120 respondents through the questionnaire
- **Secondary Data:** Journals, books and websites

LIMITATION OF STUDY

- The study may not include all migrant worker groups, affecting generalizability.
- Responses may be biased due to language barriers or fear of repercussions.
- Findings may be influenced by specific regional or workplace conditions and not universally applicable.

FINDINGS

PERCENTAGE ANALYSIS

- The survey primarily reflects the views of younger and middle-aged individuals (36%), with minimal participation from old respondents (5%).
- The sample is male-dominated (61%), which may affect the generalizability of the findings.
- The sample has an almost equal proportion of married (51%) and unmarried individuals (49%), ensuring diverse perspectives
- The respondent pool is highly educated, with most having at least an undergraduate degree (35%)
- Most migrant workers have moderate experience, with relatively fewer having very short (18%) or very long (17%) working durations.
- Manufacturing (28%) and professional work (28%) dominate the workforce, while other sectors have a more balanced but smaller share of workers.
- Most workers follow a standard work schedule, but a notable percentage experience extended working hours
- The salary distribution is skewed towards mid-to-high income levels, with fewer respondents earning lower wages (12%).
- Although a large proportion of workers can sustain their basic needs, financial insecurity remains an issue for a notable segment of the workforce.
- While many migrant workers prefer to stay with their families (52%), a significant number (48%) are separated due to economic or social reasons.
- Most migrant workers financially support their families back home, indicating a significant dependence on their earnings for household sustenance.
- Most migrant workers maintain periodic visits (41%) to their families, but a significant portion faces challenges in frequent travel (12%), likely due to financial or work-related limitations.
- While some employers provide essential benefits like accommodation and health insurance, financial incentives such as overtime pay and bonuses are relatively rare
- Renting a room or house is the most common housing choice, indicating a preference for independent living despite the costs involved.
- Many individuals depend on external sources such as employers and family for financial emergencies, indicating limited personal savings and financial security.
- Salary dissatisfaction is the most significant issue, indicating a strong need for wage improvements to enhance employee satisfaction and well-being.

FREQUENCY ANALYSIS

- Transportation is the most common financial burden, while healthcare is the least concerning expense.
- Poor living conditions and overcrowding are the most pressing housing concerns for employees

LIKERT SCALE ANALYSIS

- The high Likert scale value of 3.992 indicates that long working hours are a significant challenge in the work environment, with a majority of respondents strongly agreeing to its impact.
- Low salary is a significant concern for employees, impacting job satisfaction.
- Poor living conditions are a moderate concern but not a major issue for most employees
- Workplace harassment is a moderate concern, with mixed opinions among employees.
- Job insecurity is not a major concern, as most employees disagree with it being a significant issue

- The Likert scale value of 3.18 indicates a moderate level of satisfaction with training and skill development, with a mix of positive and negative responses. Improvements in training programs could enhance overall job satisfaction
- The Likert scale value of 3.23 suggests a neutral to slightly positive job satisfaction level, with a significant portion of respondents remaining undecided. Enhancing workplace conditions could further improve satisfaction levels.

SUGGESTIONS:

- Employers should revise wages to match the cost of living. Performance-based bonuses and housing allowances can help improve employee motivation and satisfaction.
- Strong anti-harassment policies should be enforced. Employers should introduce anonymous reporting mechanisms to protect employees from workplace harassment. Awareness campaigns should be conducted to educate employees about their rights.
- Employers and policymakers should collaborate to provide better housing for workers. Government intervention in affordable housing schemes can help reduce financial burdens. Employers can offer housing allowances to assist workers in securing better living arrangements.
- Companies should offer subsidized transportation or travel allowances to ease commuting costs. Financial literacy programs can help workers manage expenses and savings more effectively.
- Employers should provide clear career progression plans to help employees feel more secure. Stronger labour laws should be implemented to protect workers from unfair dismissals and exploitation.
- Improving training and skill development programs can enhance job satisfaction. Work-life balance should be prioritized by reducing long working hours or introducing flexible work policies.

CONCLUSION

The study highlights key factors affecting migrant worker job satisfaction, including low wages, poor living conditions, job insecurity, and workplace harassment. While some workers are satisfied, many face financial and housing challenges. Addressing these issues through fair pay, better living conditions, workplace safety, and financial support can improve satisfaction and productivity. Additionally, social integration, legal protections, and skill development are essential for a stable and motivated workforce. The study emphasizes the need for policy reforms and employer initiatives to ensure a fair and supportive work environment

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