



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

## JOB SATISFACTION OF MIGRANT WORKERS IN TIRUPUR GARMENT INDUSTRY

**Dr. M.P. KUMARAN**

Assistant Professor, Department of commerce  
Dr.N.G.P Arts & Science College, Coimbatore

**R.ANUSRI**

III B.com (A), Department of commerce  
Dr.N.G.P Arts & Science College, Coimbatore

### ABSTRACT

Migration is a way to move from one place to another in order to live and work .In economy sector the most valuable commodity is human resource, whether organised or unorganised. work satisfaction is the feelings, behaviours or desire about work and culture of an individual.This study aims to learn more about the migrant workers' employment satisfaction in Tirupur City. This research intends to study essential problems encountered by migration workers and suggest some ways by which they can be adequately and efficiently financed.

**Key words:** Quality of work life, Migrant workers, Job satisfaction.

### INTRODUCTION

Since curiosity pushes people down new roads, migrants continue to go forward, knocking on new doors and trying new things. They put forth their best effort, knowing that by doing so, the quality of their work life will be improved. A person or a group of people may migrate when they relocate from one place to another. Migration is a means of subsistence; people have begun to cross borders in quest of better employment prospects.

India's clothing industry is essential to the growth of the nation. India is the world's largest producer of cotton and jute, ranking second overall in the production of textile fibers. There are over nine clothing factories that produce fibers in tonnes.

Tirupur is the seventh largest city in Tamil Nadu and one of the state's fastest growing. Popularly known as "Dollar City," "Small Japan," or "Banian City," it specialises in knitted ready-made garments. At first glance, nothing about Tirupur suggests that it earns more than \$1200 million in foreign exchange per year.

## STATEMENT OF THE PROBLEM

Tirupur is facing a crisis in terms of excessive mobile population as well as frequent migrants from other parts of the State and the country. The lack of basic infrastructure facilities, such as roads, drinking water, recreational areas, and adequate housing for migrant workers, adds to the difficulties faced by the workforce in the majority of the small and medium knitting, stitching, packing, compacting, dyeing, and bleaching units in this region, which already endure harsh working conditions. Migrant worker's wages and expenditures are not in balance, so often they fall in debt. Spending on children's education, moving homes frequently owing to rising rent, paying for water during the summer, paying rent during slow clothing production seasons, and paying for medical expenses resulting from both physical stress at work and work-related stress. Also, the enrollment rates of migrant workers under ESI scheme is very low compared to the regular workers from the same city. This will further insist on the necessity for conducting a research for improving the status of migrant workers in the garment city. This study aims to learn more about the migrant workers' employment satisfaction in Tirupur City.

## SCOPE OF THE STUDY

This research work focuses on the finding out of job satisfaction of Migrant workers in Tirupur garment industry. This research intends to study the essential Problems encountered by migrant workers and Suggest ways by which they can be adequately and efficiently financed. Most of the information and data needed for the study would be gathered from existing literature and from migrant workers.

## RESEARCH METHODOLOGY

Research methodology simply refers to the practical "how" of any given piece of research. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims and objectives.

## REVIEW OF LITERATURE

**Gurusamy & Mahendran (2013)**, in their study found that Salary occupy the First Rank for determining job satisfaction compared with other major determinants. The study was conducted on 300 respondents and was limited to the automobile industries of India.

**Keerthisriya Dr. Panatulamurali Krishna (2014)** The results indicates that the general mindfulness level of various arrangements of the Factory Act, it is not highest but rather an acceptable level, in with these facilities given by the industries, all the accounts sufficient among the workers. Security and welfare measured by the organization which is keeping the employees satisfied.

**R Santana Krishnan (2015)** In this study the labor welfare activities are for the most part impacted by compassionate standards and enactment in any country. In India, before the presentation of welfare and another enactment the states of the work were hopeless, misuse of kid work, work of long hours, terrible cleanliness and nonappearance of wellbeing measures are the consistent elements of industrial facility life in India. This article highlights the labor welfare measures and programmes.

**Das (2004)**, states that Inter-state migrant workers in India; problems and remedial measures in which the migrant labors in Punjab are subjected to bondage, payment of less than the minimum wages and are left totally unprotected. He has also advocated for a fundamental change in the existing labor legislation to provide protection to migrant workers.

**Sanjay Kumar (2004)**, highlighted the role of Punjab government in extending welfare to mitigate migrant labor problems. The two significant steps taken by measures to government of Punjab to holding of Lok Adalat to expedite the decision of pending labor problems and holding health campus to tackle their health problems.

## DATA ANALYSIS AND INTERPRETATION

In this chapter the analysis and interpretation of the study on "Job satisfaction of migrant workers in Tirupur Garment Industry" is presented based on the opinion of sample of 120 respondents selected from Tirupur through a questionnaire containing 27 questions analyzed through,

- Simple Percentage Analysis
- Henry Garret Ranking

## SIMPLE PERCENTAGE ANALYSIS

Simple percentage analysis is one of the basic statistical tools which is widely used in the analysis and interpretation of primary data. It deals with the number of respondents response to a particular question in percentage arrived from the total population selected for the study.

### GENDER

S.NO	GENDER	NO.OF.RESPONDENTS	PERCENTAGE
1	Male	113	94.2%
2	Female	7	5.8%
	<b>TOTAL</b>	<b>120</b>	<b>100</b>

### INTERPRETATION

The above table reveals the gender of the respondents, 94.2% of the respondents are male and 5.8% of the respondents are female.

### MARITAL STATUS

S.NO	MARITAL STATUS	NO.OF RESPONDENTS	PERCENTAGE
1	Married	66	55%
2	Unmarried	54	45%
	<b>TOTAL</b>	<b>120</b>	<b>100</b>

### INTERPRETATION

The above table reveals the Marital Status of the respondents. It reveals that 55% are Married, 45% are Unmarried.

### NATIVE PLACE

S.NO	PARTICULARS	NO.OF. RESPONDENTS	PERCENTAGE
1	Rajasthan	47	39.1%
2	Bihar	38	31.7%
3	Assam	3	2.5%
4	Gujarat	28	23.3%
5	Nepal	2	1.7%
6	Kerala	2	1.7%

	<b>TOTAL</b>	<b>120</b>	<b>100</b>
--	--------------	------------	------------

## INTERPRETATION

The above out of the 120 respondents, (39.1%) were table shows Majority of 47 respondents (39.1%) were in the State of Rajasthan. The second Majority of 38 respondents (31.7%) were in the state Bihar 28 Respondents (23.3%) were in Gujarat and 3 respondents (2.5%) were in Assam and the least majority of 4 respondents were in Nepal and Kerala.

## REASON FOR MIGRATION

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Lack of employment	42	35%
2	Poverty	75	62.5%
3	Low wages	3	2.5%
	<b>TOTAL</b>	<b>120</b>	<b>100</b>

## INTERPRETATION

The above table reveals Reason for Migration of the respondents. It reveals that 62.5% of respondents are migrated for Poverty, 35% are for lack of employment and 2.5% are for low wages.

## HENRY GARRETT RANKING METHOD

Garrett's Ranking Technique was applied to study the preference, change of orders of constraints and advantages into numerical scores. The prime advantage of this technique over simple frequency distribution is that the constraints are arranged based on their severity from the point of view of respondents.

$$\text{PERCENT POSITION} = 100(R_{ij} - 0.5)/N_{ij}$$

The value of  $R_{ij}$  is then multiplied by the Garrett Value to determine the Total Garrett Score. The average Garrett Score is then calculated by dividing the Total Garrett Score by the amount of alternatives. The alternative ranking is done based on the highest average value.

## RANKING FOR PROBLEMS FACED BY MIGRANT WORKERS

	PROBLEM	SCORE
1	Language	70
2	Work satisfaction	64
3	High cost of living	62
4	Away from relative	61
5	Poor living conditions	60
6	Health issues	57
7	Provisions	55
8	Nature of work	50
9	Job promotion	47

10	Finding shelter	46
----	-----------------	----

## INTERPRETATION

The above table shows the Garrett's for problems of Migrant workers. is the Rank assigned and N numbers ranking scores Therefore, R of Problems, the calculated percent position was then converted into scores using Garrett Ranking Scores table.

## FINDINGS, SUGGESTIONS AND CONCLUSIONS

### FINDINGS:

#### SIMPLE PERCENTAGE ANALYSIS

- Majority (94.2%) of the respondents are Male.
- Majority (55%) of the respondents are Married.
- Majority (39.1%) of the respondents are from Rajasthan.
- Majority (62.5%) of the respondents are migrated for Poverty.

## HENRY GARRETT RANKING METHOD

- Majority of migrant workers faces language as the problem.

## SUGGESTIONS

- The minimum basic wage per day for all types of workers should be based on 8 hours per day. In Tirupur garment industry work shifts are scheduled on a 12-hour basis, called 12 shifts. Owing to break times, the actual work time during these 12 hours is about 10.5 hours. Workers are usually paid in accordance with their number of shifts, which ignores the fact that 2.5 hours of each day are entitled to 200% pay.
- Overtime wage rates are not used, and as a result, workers are underpaid for overtime by about 20%. A separate cell to prevent sexual harassment should be constituted. Employers should ensure that the benefits and welfare schemes under the labour laws reach all the workers. Overtime wages should be paid for all the time rate and piece rate workers. Death of any worker during the tenure of employment should be paid with a compensation amount to workers' family by the employer.

## CONCLUSION

A study on job satisfaction is the degree to which the migrant employees in an organization feel safe with various factors. It helps the organization to develop the facilities through which job satisfaction will increase , Job satisfaction is a pleasant or positive emotional state resulting from the appraisal of one's job or job experience. According to general consensus, happy migrant workers are more productive workers. The degree of job satisfaction among migrant workers is affected by a variety of circumstances. Some of the factors affecting employee job satisfaction are identified in the current study, and some sound management recommendations are made to raise employee performance levels and promote job satisfaction.

**REFERENCE**

1. Gurusamy, P., and Mahendran, K. (2013). Employees' Job Satisfaction in Automobile. Analysis, 2(7), 43 - 54.
2. Keerthisriya A. Dr. panatualmurali Krishna, [2014] "A study at penna cement industries limited tadipatri, ISOR journal of business and management, volume 16, issue 3, ISSN: 2319-7668, www.itsjournals.org
3. Dr. R. Santhanakrishnan & Dr. M. Rajrajan [2015] „A study on labor welfare measures & programmes towards transport corporation limited", International journal of world Research management, volume 1, issue xx, ISSN: 2347-937x, www.major.com
4. Das, s.k., (2004) Inter-state migrant workers in India; Problems and Remedial Measures in Gopallyer (Ed) Distressed Migrant labour in India, (Kanishka publishers & distributors, New Delhi).
5. Sanjay Kumar (2004), Implementation of labour laws in Punjab in Gopal Iyer (Ed) Distressed Migrant labour in India (Kanishka publishers & Distributors, New Delhi).

