



Job Factors and Job Satisfaction of Employees of Match Works Industry – A Relationship Study

¹Mr. G. Paramaguru

Ph. D Research Scholar,

P.G. and Research Department of Commerce,
Ayya Nadar Janaki Ammal College (Autonomous)
Sivakasi, Tamil Nadu, (India)

²Dr. A. Joseph Xavier,

Assistant Professor,

P.G. and Research Department of Commerce,
Ayya Nadar Janaki Ammal College (Autonomous)
Sivakasi, Tamil Nadu, (India)

Abstract: *The present study aims to analyse the job factors, job satisfaction and socio-economic status of employees working in Srivilliputtur. This study covers both primary and secondary data. Primary data were collected from the 180 respondents in match works industry in Srivilliputtur Taluk with help of pre-tested interview schedule. The secondary data were collected from the books, journals and websites. The collected data was analysed by using statistical tools like Percentage analysis, Jonckheere-Terpstra test and Chi-Square test with help of SPSS. The result observed indicated that there is no significant association between socio-economic profile such as nature of residence, gender, age, marital status, educational qualification and experience in the present job of the selected employees of the match works industry.*

Ke words: *Employees, Job factors, Match works Industry, and Socio-Economic status.*

I. INTRODUCTION

Match industry is the one of the labour intensive industries. Mostly it depends upon women labour force, than of men. The female population is much more deeply affected the absence of educational facilities. Most of the women workers prefer job in match industries to complement their family income. Job satisfaction is the collection of feelings and benefits that people have about their current job. Level of degree of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. Having a particular attitude regarding their job as a whole; people can also have a particular attitude about various aspects their job- such as the type of work they do, their co-workers, supervisors, subordinates, and their monetary compensation. Job satisfaction in the manufacturing sector refers to a person's feelings regarding the nature of his/her work. This feeling is subject to a variety of factors, such as the quality of the relationship with the supervisors, the quality of working environment and so fourth spectre (1997) believed that job satisfaction is the feeling of people about their job and about the various aspects of their job. It is degree to which people like (satisfaction) or dislike (dissatisfaction) their jobs.

II. STATEMENT OF THE PROBLEM

Employee satisfaction is essential to the success of any business. A high rate of employee contentedness is directly related to a lower turnover rate. Thus, keeping employees' satisfied with their careers should be a major priority for every employer. While this is a well known fact in management practices, economic down turns like the current one seem to cause employers to ignore it. There are numerous reasons why employees can become discouraged with their jobs and resign, including high stress, lack of communication within the company, lack of recognition, or limited opportunity for growth. Management should actively seek to improve these factors if they hope to lower their turnover rate. Even in an economic downturn, turnover is an expense best avoided.

III. OBJECTIVES

- To examine the socio economic profile of the respondents.
- To analyze the association between socio economic profile of the respondents and their opinion about job factors, fringe benefits, Redressal of employee's grievances, Welfare measures and Privileges.

IV. HYPOTHESES

- There is no significant association between age of the respondents and their opinion about job factors.
- There is no significant association between experience of the respondents and their opinion about fringe benefits.
- There is no significant association between experience of the respondents and their opinion about Redressal of employee's grievances.



- There is no significant association between experience of the respondents and their opinion about Welfare measures.
- There is no significant association between experience of the respondents and their opinion about Privileges.

V. COLLECTION OF DATA

This study is based on both primary data and secondary data. Primary data were collected with the help of well structured and pre tested interview schedule. Secondary data are collected from standard text books, journals, published records, magazines, newspapers and websites.

VI. SAMPLING DESIGN

In Srivilliputtur taluk are 8 match industrial units are functioning. There are 1804 employees (as on 10-10-2017) are working in the 8 match industrial units. The researcher has selected 10% of 180 employees using proportionate sampling technique.

VII. ANALYSIS AND INTERPRETATION

VII.1. Socio Economic profile of the respondents

Table – 1 Socio economic profile of the respondents

| S. No | Variable | Category | No. of Respondents | Percentage |
|--------------|-------------------------------|------------------------|--------------------|---------------|
| 1. | Nature of Residence | Rural | 150 | 83.30 |
| | | Semi-Urban | 25 | 13.90 |
| | | Urban | 05 | 2.80 |
| | | Total | 180 | 100.00 |
| 2. | Gender | Male | 60 | 33.30 |
| | | Female | 120 | 66.70 |
| | | Total | 180 | 100.00 |
| 3. | Age | 19 to 28 years | 59 | 32.80 |
| | | 28 to 38 years | 65 | 36.10 |
| | | 39 to 48 years | 35 | 19.40 |
| | | Above 48 years | 21 | 11.70 |
| | | Total | 180 | 100.00 |
| 4. | Marital status | Married | 142 | 78.90 |
| | | Un married | 38 | 21.10 |
| | | Total | 180 | 100.00 |
| 5. | Educational Qualification | Illiterate | 70 | 38.90 |
| | | Up to school | 73 | 40.60 |
| | | Diploma | 11 | 6.10 |
| | | UG | 14 | 7.80 |
| | | PG | 07 | 3.90 |
| | | Certificate/ Technical | 05 | 2.80 |
| Total | 180 | 100.00 | | |
| 6 | Experience in the Present job | Below 5 years | 97 | 53.90 |
| | | 6 to 10 years | 63 | 35.00 |
| | | 11 to 15 years | 9 | 5.00 |
| | | Above 15 years | 11 | 6.10 |
| | | Total | 180 | 100.00 |

Source: Primary Data

From the above table one respondents that majority of the respondents (83.30%) rural area, majority of the respondents (66.70%) are female, majority of the respondents (36.10%) are in the age group of 28 to 38 years, majority of the respondents (78.90%) are married, majority of the respondents (40.60%) are studied up to school level education, majority of the respondents (53.90%) are experienced below 5 years.

VII.2. Job factors
Table -2 Job factors

| S. No | Variables | HS | S | NO | DS | HDS | Total |
|-------|---|----------------|----------------|-----------------|----------------|----------------|-------|
| 1 | Opinion about privileges | 18 (10.00%) | 23 (12.80%) | 100 (55.60%) | 27 (15.00%) | 12 (6.70%) | 180 |
| 2 | Opinion about welfare measures | 13 (7.20%) | 55 (30.60%) | 72 (40.00%) | 26 (14.40%) | 14 (7.80%) | 180 |
| 3 | Opinion about redressal of employees grievances | 18 (10.00%) | 20 (11.10%) | 88 (48.90%) | 39 (21.70%) | 15 (8.30%) | 180 |
| 4 | Opinion about fringe benefits | 16 (8.90%) | 47 (26.10%) | 69 (38.30%) | 25 (13.90%) | 23 (12.80%) | 180 |
| 5 | Opinion about training policy | 40 (22.20%) | 36 (20.00%) | 68 (37.80%) | 28 (15.60%) | 08 (4.40%) | 180 |
| 6 | Details about wage policy | 24 (13.30%) | 84 (46.70%) | 37 (20.60%) | 22 (12.20%) | 13 (7.20%) | 180 |
| 7 | Opinion about Performance appraisal | 31 (17.20%) | 60 (33.30%) | 59 (32.80%) | 22 (12.20%) | 08 (4.40%) | 180 |

Source: Primary Data

Table 2 clears that majority of the respondents (55.60%) are no opinion about privileges, majority of the respondents (40.00%) are satisfied opinion about welfare measures, majority of the respondents (48.90%) are no opinion about redressal of employees grievances, majority of the respondents (38.30%) are no opinion about fringe benefits, majority of the respondents (37.80%) are no opinion about training policy, majority of the respondents (46.70%) are satisfied details about wage policy, majority of the respondents (33.30%) are satisfied opinion about performance appraisal.

VII.3. Association between Age and Opinion about job factors

To know the Association between Age and opinion about job factors analysis has been made with the following hypothesis.
Hypothesis – I

“There is no significant association between age of the respondents and their opinion about job factors”.

To test the above hypothesis Jonckheere-Terpstra Test is applied and the result is presented in the following tables.

Table – 3 Jonckheere-Terpstra Test

| | Training policy | Wage policy | Performance appraisal | Privileges | Welfare measures | Redressal of employee's grievances | Fringe benefits |
|---------------------------------|-----------------|-------------|-----------------------|------------|------------------|------------------------------------|-----------------|
| Age | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| N | 180 | 180 | 180 | 180 | 180 | 180 | 180 |
| Observed J-T Statistic | 7611.00 | 6898.50 | 6753.50 | 6019.50 | 5166.00 | 6147.00 | 5617.00 |
| Mean J-T Statistic | 5757.00 | 5757.00 | 5757.00 | 5757.00 | 5757.00 | 5757.00 | 5757.00 |
| Std. Deviation of J-T Statistic | 369.78 | 362.05 | 369.27 | 348.85 | 365.81 | 358.95 | 369.21 |
| Std. J-T Statistic | 5.01 | 3.15 | 2.70 | .752 | -1.62 | 1.09 | -.38 |
| Sig. (2-tailed) | .000 | .002 | .01 | .45 | .11 | .28 | .71 |

Source: Computed Data

From the above result of Jonckheere-Terpstra Test it is found that the employees are varied in the opinion about job factors with training policy, wage policy and performance appraisal when they are classified based on the age. That is the significance value is less than 0.05. Hence the null hypothesis is rejected and it is concluded that there is a significant association between the age of the respondents and their opinion about the job factors.



VII.4. Association between Experience and Opinion about Fringe Benefits

To know the Association between experience and opinion about fringe benefits analysis has been made with the following hypothesis.

Hypothesis – II

“There is no significant association between experience of the respondents and their opinion about fringe benefits”.

To test the above hypothesis Chi-Square Test is applied and the result is presented in the following tables.

Table – 4 Chi-Square Test

| | Value | Df | Sig. (2-sided) |
|------------------------------|-------|----|----------------|
| Pearson Chi-Square | 8.724 | 12 | .726 |
| Likelihood Ratio | 9.284 | 12 | .679 |
| Linear-by-Linear Association | .766 | 1 | .382 |
| N of Valid Cases | 180 | | |

Source: Computed Data

From the above result of Chi-Square Test it is found that the employees are not varied in the opinion about fringe benefits when they are classified based on the experience. That is the significance value is more than 0.05. Hence the null hypothesis is accepted and it is concluded that there is a significant association between the experience of the respondents and their opinion about the fringe benefits.

VII.5. Association between Experience and Opinion about Redressal of employee's grievances

To know the Association between experience and opinion about Redressal of employee's grievances analysis has been made with the following hypothesis.

Hypothesis - III

“There is no significant association between experience of the respondents and their opinion about Redressal of employee's grievances”.

To test the above hypothesis Chi-Square Test is applied and the result is presented in the following tables.

Table – 5 Chi-Square Test

| | Value | Df | Sig. (2-sided) |
|------------------------------|--------|----|----------------|
| Pearson Chi-Square | 9.140a | 12 | .691 |
| Likelihood Ratio | 10.300 | 12 | .590 |
| Linear-by-Linear Association | 1.632 | 1 | .201 |
| N of Valid Cases | 180 | | |

Source: Computed Data

From the above result of Chi-Square Test it is found that the employees are not varied in the opinion about Redressal of employee's grievances when they are classified based on the experience. That is the significance value is more than 0.05. Hence the null hypothesis is accepted and it is concluded that there is a significant association between the experience of the respondents and their opinion about the Redressal of employee's grievances.

VII.6. Association between Experience and Opinion about Welfare measures

To know the Association between experience and opinion about Welfare measures analysis has been made with the following hypothesis.

Hypothesis- IV

“There is no significant association between experience of the respondents and their opinion about Welfare measures”.

To test the above hypothesis Chi-Square Test is applied and the result is presented in the following tables.



Table – 6 Chi-Square Test

| | Value | Df | Sig. (2-sided) |
|------------------------------|--------|----|----------------|
| Pearson Chi-Square | 9.233 | 12 | .683 |
| Likelihood Ratio | 10.972 | 12 | .531 |
| Linear-by-Linear Association | .948 | 1 | .330 |
| N of Valid Cases | 180 | | |

Source: Computed Data

From the above result of Chi-Square Test it is found that the employees are not varied in the opinion about Welfare measures when they are classified based on the experience. That is the significance value is more than 0.05. Hence the null hypothesis is accepted and it is concluded that there is a significant association between the experience of the respondents and their opinion about the Welfare measures.

VII.7. Association between Experience and Opinion about Privileges

To know the Association between experience and opinion about Privileges analysis has been made with the following hypothesis.

Hypothesis- V

“There is no significant association between experience of the respondents and their opinion about Privileges”.

To test the above hypothesis Chi-Square Test is applied and the result is presented in the following tables.

Table – 7 Chi-Square Test

| | Value | Df | Sig. (2-sided) |
|------------------------------|--------|----|----------------|
| Pearson Chi-Square | 9.812 | 12 | .632 |
| Likelihood Ratio | 10.903 | 12 | .537 |
| Linear-by-Linear Association | .309 | 1 | .578 |
| N of Valid Cases | 180 | | |

Source: Computed Data

From the above result of Chi-Square Test it is found that the employees are not varied in the opinion about Privileges when they are classified based on the experience. That is the significance value is more than 0.05. Hence the null hypothesis is accepted and it is concluded that there is a significant association between the experience of the respondents and their opinion about the Privileges.

VIII. FINDINGS OF THE STUDY

1. The majority of the respondents (66.70%) are female
2. The majority of the respondents (36.10%) are in the age group of 28 to 38 years.
3. The majority of the respondents (78.90%) are married.
4. The majority of the respondents (83.30%) are belonging to rural area.
5. The majority of the respondents (40.60%) are studied up to school level education.
6. The majority of the respondents (53.90%) are experienced below 5 years.
7. The majority of the respondents (55.60%) are no opinion about privileges.
8. The majority of the respondents (40.00%) are satisfied opinion about welfare measures
9. The majority of the respondents (48.90%) are no opinion about redressal of employees.
10. The majority of the respondents (38.30%) are no opinion about fringe benefits.
11. The majority of the respondents (37.80%) are no opinion about training policy.
12. The majority of the respondents (46.70%) are satisfied details about wage policy
13. The majority of the respondents (33.30%) are satisfied opinion about performance appraisal
14. It is concluded that there is a significant association between the age of the respondents and their opinion about the job factors.
15. It is concluded that there is a significant association between the experience of the respondents and their opinion about the fringe benefits.



16. It is concluded that there is a significant association between the experience of the respondents and their opinion about the Redressal of employee's grievances.
17. It is concluded that there is a significant association between the experience of the respondents and their opinion about the Welfare measures.
18. It is concluded that there is a significant association between the experience of the respondents and their opinion about the Privileges.

IX. SUGGESTIONS

The detailed analysis of job satisfaction of workers in the match units has made the researcher to offering the following suggestions for the betterment of the match units.

- ✓ Depending upon the number of employees, rest room with adequate facilities should be organized. The employees can make use of rest room when they feel sick. The rest room should be used only for the employees and not for business purpose.
- ✓ With the reference to drinking water, lighting, canteen and sitting facilities it should be made available to them at the work place itself.
- ✓ The working place should not be congested and it should not be congested and it should be arranged in a way that the workers feel free to work with.
- ✓ With regard to the safety measures, good housekeeping, maintenance of emergency gateway, provision of alarm, fire resistance and training in using them are necessary to minimize the risks.
- ✓ Since many workers are coming from nearby villages. The management can mini canteen which can be mobile type workers can refresh them at work.

X. CONCLUSION

The present study has analysed the socio-economic status of the match works industry employees and their job factors with help of Jonckheere-Terpstra test and Chi-Square test. The result indicated that there is no significant association between socio economic profile such as nature of residence, gender, age, marital status, educational qualification and experience in the present job for the employees in the study area. There is a significant association between job factors such as fringe benefits, Redressal of employee's grievances, Welfare measures and Privileges.

REFERENCES

1. Vijayaragavan.T, "A Study on Perception of the Employees Relating to the Job Satisfaction at Standard Fireworks in Sivakasi", *Ge-International Journal of Management Research*, Volume -2, Issue -7, July 2014, IF-3.142, pp. 363-374, ISSN: 2321-1709.
2. Alkhaliel adeeb abdullah, Hooi Lai Wan "Relationships of Non-Monetary Incentives, Job Satisfaction and Employee Job Performance", *International Review of Management and Business Research*, Vol.2, Issue.4, December 2013. ISSN: 2306-9007.
3. Bandana Nayak "Employee Satisfaction Leveraging Employee Relations and Overall Job Satisfaction" *American International Journal of Research in Humanities, Arts and Social Sciences, Finance and Banking (JEIEFB)*, 2013. pp. 13-133, ISSN: 2328-3734.
4. Murugesan.G., "Organizational Climate and Job Satisfaction: An Analysis of Paper Industry", *International Journal of Physical and Social Sciences*, Vol. 2, Issue 3, march 2012, ISSN: 2249-5894.
5. Ramesh, S.V. (2012). "Impact of socio-economic factors on job satisfaction of employees in garments units an empirical study in Tripura", *Asia pacific Journal of Research in Business Management*, Vol. 3 (2), 2012, pp.126 -136.