

A Study on Job Satisfaction of Women Workers in Matchbox Industry in Kovilpatti Taluk

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Abstract— The research work is undertaken to study the job satisfaction of the women workers in the matchbox industry in Kovilpatti taluk. Opinion of women workers towards welfare measures, working conditions, human relation and their pay are considered as the factor of job satisfaction. Match making unit is one of the major unorganised industry. The production of matches is mainly in the hands of women. A women worker will be satisfied if she gets what she expected. Job satisfaction relates to inner feeling of workers. Naturally, it is the satisfied women workers who shows the maximum effectiveness and efficiency in their work. Research survey is conducted through a structured interview schedule of 150 respondents from Kovilpatti. Convenient sampling method is used to select the respondents of different age group. Data gathered are analysed and interpreted with the help of Simple percentage, Weighted arithmetic mean, Chi-square test, T-test, kruskal-wallis test and F-test.

Indexed Terms— Job Satisfaction, Women Workers and Matchbox Industry.

I. INTRODUCTION

Job satisfaction in the production sector refers to a person's feeling re-grading 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 on. Moreover, job satisfaction is defined as 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.

Factories in which the workers are satisfied with their work are also characterized by a high morale. The various process of making matches are frame filling, frame levelling, wax dipping, chemical dipping, drying the wet frames, box making, box filling, box levelling, side coating, drying the side coating,

affixing bandrol, dozen packaging and the last process in Bundling.

In the modern world, worker is a valuable resource in any project of investment planning. Particularly, our country's economy depends on growth-oriented strategy, which is fully utilizing all available man power resources in major. Then only such an integrated economic planning from the grassroots can be the real solution to our country's poverty.

In our country, from the beginning, matches occupy a predominant role in the economic growth as well as industrial development of the country and as such the match industry is being one of the labour intensive industries. Always, it provides wide scope for employment in rural areas for men and women workers.

The non-mechanical matchbox industries are running with low capital and high labour intensive where womenfolk are employed most. The frame filling, inner and outer box making process of matches are done by women in households. Other processes except chemical dipping, wax dipping and consignment loading are done by women of different age groups.

II. STATEMENT OF THE PROBLEM

Majority of the women workers are employed in the unorganized sector. This has some social and economic impact on their families. Now, women are entering labour market increasingly in huge number. Employment outside home makes women economically more independent and safe in their life. Outside employment opportunities enhance the social standing of a woman in their home as well as in the society. Her contribution to the prosperity of the

family is thus more visible and she also has more voice because of being less dependent on others.

Most of women are uneducated. So the employers are, by exploiting the women worker force, enjoying more profitable returns. But in the long run, it won't stand, as now the women are well aware of their rights in the field. Further to improve industrial efficiency, the employers have no other options other than to satisfy their workers irrespective of their sex. Hence in this study, an attempt is made by the researcher to study how far the women workers involved in the matchbox industry are satisfied with their job.

III. OBJECTIVES OF THE STUDY

The study has been made with the following set of objectives.

- To study the opinion of women workers on job satisfaction of various welfare measures in matchbox industry.
- To offer suitable suggestion based on the findings of the study.

IV. METHODOLOGY

The research was based on both primary data and secondary data. Primary data was collected by using well structured interview schedule and secondary data have been collected from journals, websites and so on. The research has not possible to study the entire population of women workers in the matchbox industry in Kovilpatti taluk. So the researcher has collected only limited respondents i.e. 150 respondents of women workers in the matchbox industry. The researcher has been selected the method of sampling is convenient sampling method.

V. HYPOTHESES

The researcher have been farmed with the following hypothesis

- There is no relationship between age and work experience of the respondents in the women workers.
- There is no relationship between marital status and bonus payment of women workers in the matchbox industry.

- There is a significant difference between Wage payment, Bonus payment, Freedom in work, Co-workers helping mind and Management interest towards employees welfare.
- There is a relationship between co-workers and supervisors of women workers in matchbox industry.

VI. STATISTICAL TOOLS

The researcher has used the following statistical tools.

- Percentages
- Weighted arithmetic mean
- Chi-square test
- T-test
- Kruskal-wallis test
- F-test

VII. ANALYSIS AND INTERPRETATION

TABLE1: SOCIO ECONOMIC DETAILS

S . N o	Particulars		No of Respondents	Per cent age (%)
1	Age	Below 25	40	26.67
		25 to 35 years	53	35.33
		35 to 45 years	37	24.67
		45 years and above	20	13.33
		Total	150	100.00
2	Marital status	Married	86	57.33
		Unmarried	64	42.67
		Total	150	100.00
3	Literacy level	Illiterate	50	33.33
		Primary	64	42.67
		Middle	19	12.67

		High school	8	5.33
		Higher secondary	5	3.33
		Graduate	4	2.67
		Total	150	100.00
4	Monthly income level	Below Rs. 6,000	19	12.67
		Rs. 6,000 – Rs. 8,000	63	42.00
		Rs. 8,001 - Rs. 10,000	43	28.67
		Above Rs. 10,000	25	16.66
		Total	150	100.00
5	Type of work	Inner box making	10	6.67
		Outer box making	20	13.33
		Frame filling	35	23.33
		Box filling	25	16.67
		Bandrolling	15	10.00
		Labeling	15	10.00
		Dozen making	12	8.00
		Bundling	18	12.00
		Total	150	100.00

Source: Primary Data

While analysing the socio economic details of the respondents, 35.33 percent of the respondents age group of 25 to 35 years, 57.33 percent of the respondents are married, 42.67 percent of the respondents having primary level of education, 42 percent of the respondents are earning Rs.6000 to 8000 and 23.33 percent of the respondents are worked in frame filling.

TABLE 2: OPINION ABOUT THE WELFARE MEASURES

S. No	Particulars	HS	S	NS	Total
1	Washing facility	38(25.33%)	91(60.67%)	21(14%)	150(100%)
2	Sitting facility	53(35.33%)	85(56.67%)	12(8%)	150(100%)
3	Lighting facility	48(32%)	88(58.67%)	14(9.33%)	150(100%)
4	Drinking water facility	38(25.33%)	85(56.67%)	27(18%)	150(100%)
5	Ventilation facility	44(29.33%)	93(62%)	13(8.67%)	150(100%)
6	Medical facility	24(16%)	53(35.33%)	73(48.67%)	150(100%)
7	Credit facility	24(16%)	73(48.67%)	53(35.33%)	150(100%)
8	Crèche facility	21(14%)	85(56.67%)	44(29.33%)	150(100%)
9	Accommodation facility	25(16.67%)	59(39.33%)	66(44%)	150(100%)
10	Latrine facility	36(24%)	71(47.33%)	43(28.67%)	150(100%)
11	PF and ESI benefits	31(20.66%)	91(60.67%)	28(18.67%)	150(100%)
12	Canteen facility	29(19.33%)	64(42.67%)	57(38%)	150(100%)

Source: Primary Data

Table shows that 60.67 percent of the respondents are satisfied with washing facility, 56.67 percent of the respondents are satisfied with sitting facility, 58.67 percent of the respondents are satisfied with lighting facility, 56.67 percent of the respondents are satisfied with drinking water facility, 62 percent of the respondents are satisfied with ventilation facility, 48.67 percent of the respondents are not satisfied with

medical facility, 48.67 percent of the respondents are satisfied with credit facility, 56.67 percent of the respondents are satisfied with crèche facility, 44 percent of the respondents are not satisfied with accommodation facility, 47.33 percent of the respondents are satisfied with latrine facility, 60.67 percent of the respondents are satisfied with PF and ESI benefits and 42.67 percent of the respondents are satisfied with canteen facility.

TABLE 3: WEIGHTED ARITHMETIC MEAN OF OPINION ABOUT WELFARE MEASURES

Particulars	HS	S	NS	Total	Rank
Washing facility	114	182	21	317	IV
Sitting facility	159	170	12	341	I
Lighting facility	144	176	14	334	II
Drinking water facility	114	170	27	311	V
Ventilation facility	132	186	13	331	III
Medical facility	72	106	73	251	XII
Credit facility	72	146	53	271	X
Creche facility	63	170	44	277	VIII
Accommodation facility	75	118	66	259	XI
Laterine facility	108	142	43	293	VII
PF and ESI benefits	93	182	28	303	VI
Canteen facility	87	128	57	272	IX

Source: Primary Data

While examining the data, First rank goes to sitting facility, Second rank goes to lighting facility, Third rank goes to ventilation facility, Fourth rank goes to washing facility, Fifth rank goes to drinking water facility, Sixth rank goes to PF and ESI benefits, Seventh rank goes to latrine facility, Eighth rank goes to crèche facility, ninth rank goes to canteen facility, Tenth rank goes to credit facility, Eleventh rank goes to accommodation facility, Twelfth rank goes to medical facility.

TABLE 4: WORKING CONDITIONS OF WORKERS

S. No	Particulars	No of Respondents	Percentage (%)
1	permanent	89	59.34

	Nature of appointment	Casual	32	21.33
		Seasonal	29	19.33
		Total	150	100.00
2	Work experience	Below 2 years	14	9.33
		2 to 4 years	15	10.00
		4 to 6 years	35	23.33
		6 to 8 years	49	32.67
		Above 8 years	37	24.67
		Total	150	100.00
3	Method of wage	Time rate	0	0
		Piece rate	141	94.00
		Others	9	6.00
		Total	150	100.00
4	Opinion about wage	Highly satisfied	19	12.66
		Satisfied	70	46.67
		Not satisfied	61	40.67
		Total	150	100.00
5	Bonus payment	Less than Rs.500	6	4
		Rs.500 – Rs.1000	38	25.33
		Rs.1001 – 1500	59	39.33
		Rs.1501 – Rs.2000	28	18.67
		Above Rs 2000	19	12.67
		Total	150	100.00
		6	Opinion regarding bonus	Highly satisfied
Satisfied	81			54.00
Not satisfied	34			22.67
Total	150			100.00

Source: Primary Data

Table shows that 59.34 percent of the respondents are appointed permanently in the matchbox industry. 32.67 percent of the respondents are getting experienced 6 to 8 years, 94 percent of the respondents are getting piece rate wages, 46.67 percent of the

respondents are satisfied with wage payment, 39.33 percent of the respondents are getting bonus of Rs.1001 to Rs.1500 and 54 percent of the respondents are satisfied with bonus payment.

	Total	150	100.00
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Source: Primary Data

TABLE 5: HUMAN RELATION

S.No	Particulars	No of Respondents	Percentage (%)	
1	Relationship with co-workers	Cordial	27	18.00
		Normal	79	52.67
		Hostile	44	29.33
		Total	150	100.00
2	Relationship with supervisors	Cordial	25	16.67
		Normal	66	44.00
		Hostile	59	39.33
		Total	150	100.00
3	Opinion – disciplinary procedure	Severe	63	42.00
		Normal	85	56.67
		No such procedure	2	1.33
		Total	150	100.00
4	Opinion – coworkers help	Strongly agree	48	32.00
		Agree	90	60.00
		Disagree	12	8.00
		Total	150	100.00
5	Freedom in work	Strongly agree	29	19.33
		Agree	74	49.34
		Disagree	47	31.33
		Total	150	100.00
6	Suggestion for improvement	Strongly agree	12	8.00
		Agree	48	32.00
		Disagree	90	60.00
		Total	150	100.00
7	Management’s interest towards employee’s welfare	Strongly agree	6	4.00
		Agree	84	56.00
		Disagree	60	40.00

Table explains that 52.67 percent of the respondents are normal level of relationship with co-workers, 44 percent of the respondents are normal level of relationship with supervisors, 56.67 percent of the respondents are normal level of opinion about the disciplinary procedure, 60 percent of the respondents having agreed with opinion about the co-workers help, 49.34 percent of the respondents having agreed with freedom in work, 60 percent of the respondents having disagreed with the suggestion for improvement and the 56 percent of the respondents having agreed with the management’s interest towards employee’s welfare.

TABLE 6: CHI SQUARE TEST FOR AGE WISE CLASSIFICATION AND WORK EXPERIENCE OF THE RESPONDENTS

S.No	Particulars	Value	d.f
1	Pearson Chi –square	132.4	4
2	Likelihood Ratio	92.63	4
No of Valid cases 150			

Source: Calculated Value

RESULT:

Since, the calculated value is greater than the 0.05. So, the null hypothesis is rejected.

Therefore, there is a relationship between Age wise classification and work experience of the respondents in the women workers.

TABLE 7: STUDENTS-T-DISTRIBUTION FOR MARITAL STATUS AND BONUS PAYMENT OF WOMEN WORKERS.

S.No	Particulars	Value	d.f
1	t- test	2.8	5
No of Valid cases 150			

Source: Calculated Value

RESULT:

Since, the calculated value is greater than the table value at 5% level of significance. So, the null hypothesis is rejected.

There is a relationship between marital status and bonus payment of women workers in the Match Industry.

TABLE 8: KRUSKAL WALLIS TEST (OR) H-TEST: For Wage Payment (A), Bonus Payment (B), Freedom in Work (C), Co-Workers Helping Mind (D) and Management Interest Towards Employees Welfare (E) of Women Workers in Matchbox Industry

Industry			
S.No	Particulars	Value	d.f
1	H-test	11.6	2
No of Valid cases 150			

Source: Calculated Value

RESULT:

Since the calculated value is greater than the table value at 5% level of significance.

So, the null hypothesis is rejected. Therefore, there is no significant difference between them.

TABLE 9: VARIANCE RATIO (OR) F-TEST FOR THE CO-WORKERS AND SUPERVISORS OF WOMEN WORKERS IN MATCHBOX INDUSTRY

S.No	Particulars	Value	d.f
1	F-test	1.5	(3.3)
No of Valid cases 150			

Source: Calculated Value

RESULT:

Since the calculated value is less than the table value at 5% level of significance.

So, the null hypothesis is accepted. Therefore, there is a relationship between the co-workers and supervisors.

VIII. FINDINGS

The following findings of the study.

- 35.33 percent of the respondents are age group of 25 to 35 years.

- 57.33 percent of the respondents are getting married.
- 42.67 percent of the respondents having primary level of education.
- 42 percent of the respondents are earning Rs.6000 to Rs.8000.
- 23.33 percent of the respondents are worked in frame filling.
- 60.67 percent of the respondents are satisfied with washing facilities.
- 56.67 percent of the respondents are satisfied with sitting facilities.
- 58.67 percent of the respondents are satisfied with lighting facilities.
- 56.67 percent of the respondents are satisfied with drinking water facilities.
- 62 percent of the respondents are satisfied with ventilation facilities.
- 48.67 percent of the respondents are not satisfied with medical facilities.
- 48.67 percent of the respondents are satisfied with credit facilities.
- 56.67 percent of the respondents are satisfied with crèche facilities.
- 44 percent of the respondents are not satisfied with accommodation facilities.
- 47.33 percent of the respondents are satisfied with latrine facilities.
- 60.67 percent of the respondents are satisfied with PF and ESI benefits.
- 42.67 percent of the respondents are satisfied with canteen facilities.
- First rank goes to sitting facility, Second rank goes to lighting facility, Third rank goes to ventilation facility, Fourth rank goes to washing facility, Fifth rank goes to drinking water facility, Sixth rank goes to PF and ESI benefits, Seventh rank goes to latrine facility, Eighth rank goes to creche facility, Ninth rank goes to canteen facility, Tenth rank goes to credit facility, Eleventh rank goes to accommodation facility and last rank goes to medical facility.
- 59.34 percent of the respondents are appointed permanently in the Matchbox Industry.
- 32.67 percent of the respondents are getting experienced 6 to 8 years.
- 94 percent of the respondents are getting of piece rate wages.

- 46.67 percent of the respondents are satisfied with wage payment.
- 39.33 percent of the respondents are getting bonus of Rs.1001 to Rs.1500.
- 54 percent of the respondents are satisfied with bonus payment.
- 52.67 percent of the respondents are normal level of relationship with co-workers.
- 44 percent of the respondents are normal level of relationship with super-visors.
- 56.67 percent of the respondents are normal level of opinion about the disciplinary procedure.
- 60 percent of the respondents having agreed with opinion about the co-workers help.
- 49.34 percent of the respondents having agreed with freedom in work.
- 60 percent of the respondents having disagreed with the suggestion for improvement.
- 56 Percent of the respondents having agreed with the management's interest towards employee's welfare.

IX. SUGGESTIONS

The detailed study has been done by the research on the job satisfaction of women workers in the matchbox industry. The researcher made the following suggestions to improve the job satisfaction of women workers in the matchbox industry.

- Most of the women workers are coming from nearby villages, so the management can organise free transport facility to women workers.
- With regard to the safety measures, good housekeeping, maintenance of emergency gateways, provision of alarm, fire resistance and training them are necessary to reduce the risks in matchbox industry.
- The employer may provide educational facility to the children of women workers. The educational assistance encourages workers to work in the industry permanently.
- Regular medical check-up should be provided to them since the employees' health helps in the growth of industry.
- The employer may provide free accommodation facility to the women workers so that they can work loyally and improve productivity.

- The management may call for suggestions from the women workers for the improvement of the matchbox industry and also ask the opinion of women workers in implementing the welfare measures.
- Periodical wage revision must also be undertaken by the employer so as to improve the women workers' morale towards the industry.

CONCLUSION

Overall inference drawn from the study is that the working conditions, fringe benefits, social security measures and industrial relations are to be improved. The women workers are not happily at present because the satisfaction level is only for medium level of fringe benefits, opinion about the welfare measures and so on. Job satisfaction of the women workers of the industry is the backbone to the success. Hence, the employers of the matchbox industrial units in the study area are expected to follow the above suggestions to improve the job satisfaction of their women workers.

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