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A STUDY ON FACTORS INFLUENCING TO JOB SATISFACTION OF PUBLIC SECTOR EMPLOYEES-REFERENCE TO THOOTHUKUDI DISTRICT

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Abstract
India's production industry is huge and visible, engaging 3.2 crore people nationwide. For most of these employees, the development enterprise is their "main" supply of employment. Construction hobby is an imperative part of a rustic's infrastructure and industrial improvement; it includes hospitals, faculties, townships, places of work, houses, and other homes, urban infrastructure, highways, roads, ports, railways, airports, strength gadget, irrigation and agriculture systems, telecommunications and many others. These creation employees are from terrible households and are illiterates. Their loss of training and ability make their alternatives very constrained. They must face a number of issues due to their inexperience and absence of ability. They end up smooth sufferers of exploitation and gender discrimination for work allocation and salary distribution. Sexual harassment is a critical problem for women production people. They faced one of a kind health hazards, physical problems and negative out comes. Consequently, this examines pursuits to observe the socio-economic profile of the construction workers and their opinion on operating condition. Moreover, the exploratory take a look at has attempted to research the disposable profits of construction people and take a look at the relationship among socio monetary profile of the development people and their behaviour within the place of business.
Key Word: Job Satisfaction, Motivation, Training, Welfare, Salary.

INTRODUCTION

India's creation industry is huge and seen, attractive 3.2 crore employees national. For maximum of these people, the development enterprise is their "most important" supply of employment. Production hobby is an integral part of a rustic's infrastructure and commercial improvement; it consists of hospitals, schools, townships, workplaces, houses, and different homes, urban

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infrastructure (together with water deliver sewerage, drainage) highways, roads, ports, railways, airports, strength gadget, irrigation and agriculture structures, telecommunications and so on. The development will become the simple enter for socio-economic development of country.

Creation people are the back bone of the economy as they invent the infrastructure essential for industrial increase. Industrialization and urbanization has paved a great manner for the construction industry. Small cities and towns have turn out to be greater urbanized and the construction zone too has were given a lift. Increasing and fast growing creation zone and in preferred, scarcity of extra employment opportunities someplace else has attracted huge range of employees to this zone. Production people are those who have migrated from exceptional regions and states leaving their local villages looking for daily task. They have got maximum mobility due to the nature of labor. Those construction people are from negative households and are illiterates. Their loss of training and talent make their picks very limited. They must face some of problems due to their inexperience and absence of skill. They end up clean sufferers of exploitation and gender discrimination for work allocation and salary distribution. Sexual harassment is a severe hassle for girls' production workers. They faced exceptional fitness hazards, physical problems and unfavorable out comes.

Need tor the study

The construction enterprise is an important contributor to the system of improvement. Roads, dams, irrigation works, college, house, hospitals, factories and different creation works are the physical foundation on which development efforts and enhancing residing standards are mounted. The products of the development enterprise are funding or capital items. As a consequence production industry has linkage with rest of the financial system in phrases of era of output and employment.

The development is not best the technique of constructing, however entails many other varieties of paintings other than the building process together with painting, landscaping, electric deliver, plastering, plumbing and paving. All these sorts of paintings make up one industry, however each of them involves extraordinary exposure and thus differing fitness risks. The exposure differs from activity to job. Of those, women people represent a small, unknown range, however now they may be increasingly running in city tasks. The troubles of ladies worker is still now not addressed properly both by way of the law makers and the corporation.

There's pressing need to carry legislative balance to employment popularity, threat reduction by using onsite safety control and imparting schooling and talent improvement as demanded by way of the sorts of production zone, health safety and advertising through preventive vaccination and family welfare packages. Construction quarter plays a major position in which construction people face many problems each day of their day after day life.

Therefore, these observe goals to look at the socio economic profile of the development people and their opinion on operating condition. Moreover, the exploratory observe has tried to research the disposable income of production workers and check the connection among socio monetary profile of the development employees and their behaviour inside the place of work.

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Furthermore, a few studies have touched the troubles confronted by using production people in distinctive areas. It is essential to observe that studies also are partial in nature. In fact, to be had research cope with the diseases, fitness troubles, and bad monetary conditions of construction people. Consequently, it has unnoticed a variety of issues determined in construction industry. As a result, it requires a comprehensive evaluation of socio-monetary conditions and troubles of production employees to discover solution to enhance the environment of this enterprise and uplift the lifestyles of construction employees. The confined scope and goal of the earlier studies created an opening for gift study. It is seen that most of the research had been carried out in towns and no take a look at has been formed at Thoothukudi district degree. As a result, the present examine is important to fill this research hole.

The prevailing literatures had indexed above derived contradictory results concerning wages of the people; the inferences drawn have been inconclusive. Hence, the existing study aims to analyze the socio financial, occupational and the opinion on running conditional of constructional workers in Thoothukudi District.

Identified Research Gaps

The study on construction workers and construction industry is not a new area for research. Attempt has been made to analyse the different areas of research in the field. In fact, researchers have carried out a host of studies in different angles to find out solution for problems found in construction industry. The available studies deal with the factors motivating construction workers, occupational health problems, and unorganized sector of construction industry, socio-economic conditions of construction workers and importance and growth of construction industry and contribution of construction industry to the economic development of a country. Thus, a plenty of studies are available in construction economics. However, the number of studies on motivating factors and problems of construction industry is more than the socio-economic conditions of construction workers. Moreover, the available studies on this area are partial and incomplete. In fact, such studies analyse the educational status, income discrimination and standard of living. In other words, the studies examine a few socio-economic aspects of construction workers at micro and macro levels.

Moreover, a few studies have touched the problems faced by construction workers in different areas. It is important to note that studies are also partial in nature. In fact, the available studies deal with the diseases, health problems, and poor economic conditions of construction workers. Thus, it has left out a lot of problems found in construction industry. Hence, it requires a comprehensive analysis of socio-economic conditions and problems of construction workers to find out solution to improve the environment of this industry and uplift the life of construction workers. The limited scope and objective of the earlier studies created a gap for present study. It is seen that most of the studies were conducted in cities and no study has been formed at Thoothukudi district level. Hence, the present study is essential to fill this research gap.

The existing literatures had listed above derived contradictory results regarding wages of the workers, the inferences drawn were inconclusive. Hence, the present study aims to investigate the

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socio economic, occupational and the opinion on working conditional of constructional workers in Thoothukudi District.

Objectives of the Study

- ❖ To examine the occupational status of construction workers of Thoothukudi District.
- ❖ To study the regulatory status of the constructional workers.
- ❖ To investigate the relationship between socio economic status with opinion on working conditional status.

Area of the Study

The present research is focused on economic study on constructional workers of Thoothukudi District in Tamilnadu state.

Period of the Study and Sample size

The field survey was carried out for primary data collection during March, 2022 to Feb, 2023. The data collected pertains to the financial year 2022-2023 and sample size is 200.

Method of Data Collections

Present study uses primary and secondary data for analysis. Structured interview was employed to collect primary data. An interview was conducted before starting up the main survey. Based on the collection of data, the final revamped schedule was prepared.

Secondary data were collected from various government reports Thoothukudi District Annual Report 2 019 - 2020, National Family Health Surveys (NFHS 2nd and 3rd), National Sample Survey Reports (42nd, 52nd and 60th rounds), District Industrial Center Report 2017-21, District Statistical Handbook 2017 -21 and other sources.

Sampling Design

The procedure for sample size determination was specified that the standardized value conforming to the confidence level of 95 per cent. Moreover, the standard deviation from the pilot study of 50 workers from different sites was found to be 0.5102.

Hence, sample size n = (ZS/E) x 100

$= (1.96 \times 0.5102/0.5)x\ 100$

$= 199.99 = 200.$

The selection of sample constructional workers was based on snow balling technique and was chosen from Thoothukudi District considering different sites from a total of 200 construction workers.

TOOLS OF ANALYSIS:

1. Percentage Analysis, 2. Descriptive Statistics and 3. Chi - Square Test

SOCIO ECONOMIC STATUS

Introduction

The role of socio-economic status and occupational status has the key factor to understand the economic conditions of the construction workers. Thus, the frequency distribution of socio-economic status was selected some important factors namely gender, age, marital status, living area, education, monthly income, household type, nature of the family and family size. Similarly, the frequency distribution of occupational status has chosen some variables such as nature of

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occupation, way of acquired skills, nature of employment, working days per week, working hour per day and job experiences of the workers. The percentage analysis and chi square test has been adopted to test the hypotheses related to socio economic and occupational status of the construction workers.

Table: 1 – Details of socio - economic status

Variable	Frequency	Percent
Gender		
Male	129	64.5
Female	71	35.5
Total	**200**	**100.0**
Age		
Up to 20	17	8.5
21 to 30	56	28.0
31 to 40	52	26.0
41 to 50	49	24.5
Above 50	26	13.0
Total	**200**	**100.0**
Marital Status		
Married	175	87.5
Single	10	5.0
Divorced	8	4.0
Widow	7	3.5
Total	**200**	**100.0**
Living Area		
Rural	94	47.0
Urban	106	53.0
Total	**200**	**100.0**
Educational Level		
Illiterate	35	17.5
Primary	29	14.5
High School	61	30.5
Secondary	52	26.0
College	22	11.0
Others	1	0.5
Total	**200**	**100.0**
Monthly Income		
Up to 5,000	26	13.0
5,001 to 10,000	69	34.5

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Variable	Frequency	Percent
10,001 to 15,000	42	21.0
15,001 to 20,000	37	18.5
20,000 Above	26	13.0
Total	**200**	**100.0**
Household		
Migrant Household	121	60.5
Native Household	79	39.5
Total	**200**	**100.0**
Family type		
Joint	125	62.5
Nuclear	75	37.5
Total	**200**	**100.0**
Family Size		
Up to 3	42	21.0
4	122	61.0
5	36	18.0
Total	**200**	**100.0**
Earning members		
1	43	21.5
2	139	69.5
3	18	9.0
Total	**400**	**100**

Source: Computed

Table 1 denotes the frequency distribution of socio economic status of construction workers in Thoothukudi District. The gender category indicated that 64.5 per cent were male and 35.5 per cent were female. The age classification showed that more than 72 per cent of the workers between 20 and 50 years of age clusters. The marital status basket indicated that 87.5 per cent were married; 5 per cent were single; 4 per cent and 3.5 per cent of them were divorced and widow brackets respectively. In addition, 53 per cent were belonged from urban area and 47 per cent were living in rural area. The majority of workers have finished high school level (30.5 per cent) and higher secondary educational level (26 per cent). The most of workers monthly income between 5,001 to 20,000 income categories; majority of the workers (60.5 per cent) observed as migrant workers; 62.5 per cent of them were living under joint family domain. The family size segment showed that 61 per cent got 4 family members and further 69.5 per cent were 2 earning members.

OCCUPATIONAL STATUS

Table: 2 - Frequency of Occupational Status

Variable	Frequency	Percent
Occupation		

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Variable	Frequency	Percent
Mason	35	17.5
Carpenter	33	16.5
Helper	76	38.0
Electrician	22	11.0
Painter	26	13.0
Others	8	4.0
Total	**200**	**100.0**
Acquired Skills		
Family/Hereditary Occupation	43	21.5
Learnt the job after joining	93	46.5
No previous experience	64	32.0
Total	**200**	**100.0**
Job Nature		
Contractual	73	36.5
Casual	77	38.5
Seasonal	50	25.0
Total	**200**	**100.0**
Working Days		
Below 4 days	70	35.0
4 – 5 days	76	38.0
Above 5 days	54	27.0
Total	**200**	**100.0**
Working Hours		
Below 6 Hrs.	35	17.5
6 – 7 Hrs.	92	46.0
8 -9 Hrs.	23	11.5
Above 9 Hrs.	50	25.0
Total	**200**	**100.0**

Source: Computed

Table 2 prescribes the frequency distribution of occupational status of constructional workers in Thoothukudi District. The occupation segment outcomes observed that 38 per cent were helpers; 17.5 per cent were masons; 16.5 were carpenters; 13 per cent were painters; 11 per cent were electricians and 4 per cent were others classification. Further, 21.5 per cent of the workers acquired skills after joining the job; 32 per cent have not jobbed skills and 21.5 per cent have got skills through family/hereditary occupation. More than 75 per cent of them were working as casual and contractual basis; above 73 per cent workers working days were up to 5 days; 46 per cent of the sample respondents have worked between 6 to 7 hours in the study area.

Table: 3 - Genders and Occupation

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Category	Gender - No. of Resp.	
	Male (%)	Female (%)
Mason	38 (14.0)	0 (0.0)
Carpenter	26 (13.0)	0 (0.0)
Helper	20 (10.0)	68 (34.0)
Electrician	26 (13.0)	0 (0.0)
Painter	22 (11.0)	0 (0.0)
Total	132 (66.0)	68 (34.0)
Chi Square Value	329.242	
Sig.	<0.001**	

Source: Computed

Table 3 reveals the relationship between gender of the respondents and their occupation. The chi square value was observed as 329.242 and the p-value was measured less than one per cent which is lesser than the significant level and hence the result showed that there was a significant association between the two indicators. It was evident that out of the total respondents 38 male respondents were belonged to mason category; 26 male sample respondents identified as a carpenter; 26 samples working as an electrician; 22 male samples occupied as a painter. On the other hand, the most of 68 female respondents and only 20 male respondents came under helper classification.

Table: 4 - Occupation and Health Problems

Occupation	Mason	Carpenter	Helper	Electrician	Painter	Total
Injuries	8 (4.0)	8 (4.0)	14 (7.0)	12 (6.0)	4 (2.0)	46 (23.0)
Muscle pain	12 (6.0)	10 (5.0)	18 (9.0)	5 (2.5)	8 (4.0)	53 (26.5)
Eye strain	4 (2.0)	4 (2.0)	10 (5.0)	2 (1.0)	4 (2.0)	24 (12.0)
Skin disease	10 (5.0)	2 (1.0)	26 (13.0)	1 (0.5)	6 (3.0)	45 (22.5)
Exhaustion	4 (2.0)	2 (1.0)	20 (10.0)	6 (3.0)	0 (0.0)	32 (16.0)
Total	38 (19.0)	26 (13.0)	88 (44.0)	26 (13.0)	22 (11.0)	200 (100.0)

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Chi-Square Tests	**209.858**
Sig. at 5% level	**<0.001****

Table 4 evident the relationship between nature of occupation and health problems. The chi square value was showed to be 209.858 and p - value was revealed to be less than 1 per cent which is lesser than the significant level at 5 per cent. Hence it was indicated that there was an association between occupation and their health problems.

From the analysis table it is observed that, all categories of workers 23 per cent were affected by injury. The 26.5 per cent of the workers are affected by muscle pain, 22.5 per cent were affected by skin disease, 16 per cent of them affected by exhaustion and remaining 12 per cent were affected eye strain in the study.

It was observed that 4 per cent of masons and carpenter affected by injures respectively, 2 per cent of painters, 6 per cent of electrician and 7 per cent of helper were injured. Out of total samples, 5 per cent of carpenter and 6 per cent of masons, 9per cent helpers, 4 per cent of painter and 2.5 per cent of electrician have faced muscle pain. In addition, 2 per cent of carpenters and masons observed eye strain respectively. The 5 per cent of helpers and 2 per cent of painters and 1 per cent of electrician encountered eye strain. The 5 and 1 per cent of carpenters and masons observed skin disease respectively. The 13 per cent of helpers and 3 per cent of painters and 0.5 per cent of electrician encountered skin disease and further 10 per cent of helpers and 3 per cent of electrician faced exhaustion problem.

Table: 5 – Details of job nature of and health problems

Job Nature	Injuries	Muscle pain	Eye strain	Skin disease	Exhaustion	Other problems	Total
Contractual	**3 (1.5)**	**25 (12.5)**	**25 (12.5)**	**9 (4.5)**	**10 (5.0)**	**1 (0.5)**	**73 (36.5)**
Casual	**4 (2.0)**	**13 (6.5)**	**23 (11.5)**	**14 (7.0)**	**18 (9.0)**	**5 (2.5)**	**77 (38.5)**
Seasonal	**0 (0.0)**	**7 (3.5)**	**2 (1.0)**	**15 (7.5)**	**22 (11.0)**	**4 (2.0)**	**50 (25.0)**
Total	**7 (3.5)**	**45 (22.5)**	**50 (25.0)**	**38 (19.0)**	**50 (25.0)**	**10 (5.0)**	**200 (100.0)**
Chi-Square Tests	**77.070**						
Sig.	**<0.001****						

Source: Computed

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Table 5 observed the relationship between nature of job and their health problems. The significant value was measured to be less than one per cent and the chi-square value was implied to be 77.070. Since the significant value is falls under acceptance region and therefore, it was denoted that there was a significant association between health problems and their job nature.

The outcome was observed that 12.5 per cent and 4 per cent of casual workers and contractual workers injured respectively. In the same way, 12.5 per cent of contractual workers and 6.5 per cent of casual workers had muscle pain and further 12.5 per cent and 11.5per cent of contractual and casual workers faced eye strain respectively, however, 7.5 per cent of seasonal workers and 7 per cent of casual workers affected skin diseases. In addition, 11 per cent of seasonal workers and 9 per cent of casual workers tackled exhaustion problem and further 2.5 per cent of casual workers and 2 per cent of seasonal workers identified other problems in the study area.

Table: 6 – Details of age and medical expenses

Job Nature	Out of pocket	Medical insurance	Health insurance	Govt. Schemes	Total
Up to 20	15 (7.5)	1 (0.5)	4 (2.0)	10 (5.0)	**30 (15.0)**
21 to 30	18 (9.0)	1 (0.5)	4 (2.0)	16 (8.0)	**39 (19.5)**
31 to 40	16 (12.0)	1 (0.5)	11 (5.5)	32 (16.0)	**60 (30.0)**
41 to 50	12 (6.0)	0 (0.0)	1 (0.5)	25 (12.5)	**38 (19.0)**
Above 50	8 (4.0)	1 (0.5)	4 (2.0)	20 (10.0)	**33 (16.5)**
Total	**69 (34.5)**	**4 (2.0)**	**25 (12.5)**	**103 (19.0)**	**200 (100.0)**
Chi-Square Tests	**31.526**				
Sig.	**0.002****				

Source: Computed

Table 6 reveals the relationship between age of the workers and medical expenses. The chi-square value was obtained to be 31.526 and the significant value was computed to be 0.002 which is smaller than the tabulated value at 1 per cent. Hence it was denoted that there was a significant difference between medical expenses and age factors.

It was states that 34.5 per cent of respondents spent their medical expenses through their hard earned money, The 19 per cent of respondents clusters have tackled their medical expenses from government schemes. The 12.5 per cent of the respondents' were met their expenses through health insurances. On the other hand, 2 per cent of them have faced expenses through medical insurances. Therefore, 34.5 per cent of the respondents met their medical expenses of their own money and 19 per cent were met their medical expenses from government schemes.

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Major Findings

- In the study area 64.5 per cent were male and 35.5 per cent were female.
- More than 72 per cent of the workers between 20 and 50 years of age
- In the study region 87.5 per cent respondents were married.
- It is found out that, 53 per cent were belonged from urban area and 47 per cent were living in rural area.
- The majority of workers are educated, (i e. 64 %).
- The most of workers monthly income between Rs.5,001/- to Rs. 20,000/- income categories, and majority of the workers (60.5 %) are migrant workers.
- The 62.5 per cent of them were living under joint family system. The 61 per cent respondents are small family size and the 69.5 per cent respondents were 2 earning members.
- The 38 per cent respondents were occupation is helpers; 17.5 per cent were masons; 16.5 were carpenters; 13 per cent were painters; 11 per cent were electricians in the study area.
- The 21.5 per cent of the workers acquired skills after joining the job; 32 per cent have not jobbed skills and 21.5 per cent have got skills through family/hereditary occupation.
- More than 75 per cent of respondents were working as casual and contractual basis.
- More than 73 per cent workers working days were up to 5 days per week.
- In the study area, all categories of workers 23 per cent were affected by injury, the 26.5 per cent of the workers are affected by muscle pain, 22.5 per cent were affected by skin disease, 16 per cent of them affected by exhaustion and remaining 12 per cent were affected eye strain in the study.
- It was found that 34.5 per cent of the respondents met their medical expenses of their own money and 19 per cent were met their medical expenses from government schemes.

CONCLUSION

This paper examined the socio economic status and occupational status of the constructional workers. The outcomes observed that the occupation factor was associated with gender, age, marital status, educational levels, monthly income, working days, and job experiences. From the study the health problem issues was related with nature of occupation, job nature, working time and days, however, not related with age, acquired skills, educational levels, monthly income and job experience variables. In the same way, hospital type factor was associated with age, monthly income, nature of occupation, acquired skills, job nature, working days and job experiences while, not related with educational levels and working hour variables. The medical expenses variable was matched with age, monthly income, occupation and job nature however, not related with education levels, acquired skills, working days, working hours and working experience factors.

This study found out the major issues in the study area and also recommend to the government to take some policy measures to overcome the problems of workers, especially, unorganized sectors of the study area.

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