A STUDY ON JOB SATISFACTION AMONG WOMEN WORKERS IN FIREWORKS INDUSTRIES IN INDIA.

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Abstract
A satisfied worker is a productive worker. A satisfied work force will create a pleasant atmosphere within the fireworks industries to perform well. Hence job satisfaction among women workers has become a major topic for research studies. The specific problem addressed in this study is to examine the job satisfaction on performance of FWI. It considered which rewards (intrinsic and extrinsic) determine job satisfaction of women workers. It also considered influence of age, sex and experience of women workers on level of job satisfaction of FWI. The working circumstances are very important for satisfaction. It includes work place, set aside lighting, interferences, thermal environment, and office equipments. FWI performances increase owing to good sitting environment. Management must concentrate on work place setting to enhance women worker's capabilities.

Keywords: women workers, job satisfaction, performance, work place.

INTRODUCTION
Workers job satisfaction is the feelings and thoughts of women workers about their work and place of work. In other words, job satisfaction is all about satisfying one’s needs in working place. It is stated that there are some factors, which are related to job satisfaction that is work substances, age, sex, educational level, work place environment, location, colleagues, income and timing of work. In order to do that, highly satisfied work force is an absolutely necessity for achieving a high level of performance advancement of an FWI. Satisfied worker tends to extend more effort to job performance, then works harder and better. Thus every industry tries to create a satisfied work force to ensure the well-being of the industries. However, the total FWI performance depends on efficient and effective performance of individual women workers of the industries.

Statement of the Problem
In the virudhunagar District, most of the women workers are working in FWI. Their livelihood depends only on the income they earn from the fireworks industries. Many studies are conducted on Fireworks industries, but there are not enough studies that have undertaken research the job satisfaction of women workers in Fireworks industries and the level of job satisfaction and performance. The FWI are one of the explosives industries. These industries can produce crackers manually and mechanization cannot be introduced. Worker is an important factor of production in these industries. About 100000 workers are directly involved in these industries for making crackers. Around 75 per cent of the worker force comprises women. These industries mainly depend upon women. Hence the present study find out what are the problems are women workers face in fireworks industries India.

Scope of the Study
This study focuses on how and why the women workers were working in the fireworks industries in the virudhunager District in India. The main objective of the study is to analyse the level of job satisfaction of women workers in fireworks industries in the virudunagar, FWI, the various factors affecting women workers in fireworks industries, and the problem faced by women workers during working hours.

Objectives of the Study
a) To analyze the satisfaction level of the women workers towards working condition
b) To analyze the satisfaction level of women workers towards work load.
c) To suggest some measures for improving the satisfaction level of women workers in fireworks industries.

REVIEW OF LITERATURE
Bullock (1952) views job satisfaction as an attitude which results from a balancing summation of many specific likes and dislikes experienced in connection with the job.

S. Mariappan in his study on “Job satisfaction of the women workers” has explained the living conditions, working condition, welfare measures and industrial relations of the women workers in the factories and stated that they are not good.

Mcafee, R. Bruce and Glassman, Myron in their study, “Job satisfaction, conclude – “It’s the little things that count and determine the factors influencing job satisfaction. An alignment of employee wants, expectations and needs with what is actually received from the job could enhance job satisfaction. They suggested that the managers should use techniques to enhance employee satisfaction according to the job satisfaction stage that the employee was in at the time.

Deepakkumar N. Parmar (2012) concludes that “job satisfaction represents one of the most complex areas facing today’s managers when it comes to managing their employess. Although thousands of papers and research have been conducted on job satisfaction all over the world, in the Republic of Macedonia this is one of the least studied research fields. Many efforts are in place for the motivation of workers, while the level of motivation has an impact on productivity, and hence also performance of business organizations. There is a considerable impact of the employee’s perceptions for the nature of his work and the overall job satisfaction. Financial compensation has a great impact on the overall job satisfaction of employees.

RESEARCH DESIGN AND METHODOLOGY
A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to
the research purpose with economy in procedure. In fact, the research design is conceptual structure within which research is collection of measurement, and the analysis of data. Research design is needed to all research because it facilities the smooth sailing of the various research operations, thereby making research as efficient as possible yielding effort, time and money. In this research the researcher had diagnostic type of research design which is a fact finding process.

**Sampling Design**

Sampling design refers to the technique or procedure the researcher would adopt in selecting items from the sample.

**Sampling Size**

150 women workers were selected from fireworks industries in Tamilnadu, India.

**Sampling Method**

Convenience sampling method is used to collect the data from the respondents.

**DATA COLLECTION**

The data is collected from both primary and secondary sources. Primary data is collected through interview schedule and the secondary data is collected from the books, magazine, and websites etc.

**Statistical Tools Used**

The collected data has been analyzed by using

a) Percentage analysis
b) Chi-Square Test

**Hypothesis Of The Study**

a) There is no association between working conditions and job satisfaction
b) There is no association between workload and job satisfaction
c) There is no association between welfare measure and job satisfaction.

**RESULT AND DISCUSSION**

**Chi-square tests for age of the respondents vs. Working condition**

The women workers according to age wise classification and the working condition of women workers in fireworks industries they prefer were tabulated. A cross tabulation with a chi-squared test requested from the computer package. The output is given below in the table.

Table(1) Age Satisfaction of working condition in Fireworks industries in Tamilnadu India.

Null hypothesis Ho1: There is no association between age of the respondents and working condition

Alternative Hypothesis HoA1: There is association between age of the respondents and working condition.

The ‘p’ value that is Pearson chi-square test reads at a significant level of 0.000 at 5% level of significance. This value of 0.538 being greater than the significance level of 0.05, the null hypothesis is accepted. Hence, there is no association between age of the respondents and working condition of women workers in FWI.

**Suggestion**

The management must improve the working condition. Management must allocate right amount of work is for the employees to perform.

**CONCLUSION**

The fire work industries lack certain factors such as working condition, canteen rest room facilities, and rewards. Women’ workers welfare measure is an important one. The fireworks industries need to modify the reward system of the women worker’s. of fireworks industries concentrate these thing they can achieve the organizational goals and profits.

**Reference**

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