



LEVEL OF WORK SATISFACTION AMONG MGNREG WORKERS IN KERALA-A STUDY WITH SPECIAL REFERENCE TO WOMEN WORKERS IN THRISSUR DISTRICT

Sefiya.K.M

Assistant Professor, P.G. Department of Commerce, MES Asmabi College, P.Vemballur, Kodungallur, Thrissur.

Abstract

Mahatma Gandhi National Rural Employment Guarantee Act in India has been passed in the year 2005 in the Parliament, and it was enacted in 2006. The programme is self-targeted in nature and is designed to provide 100 days of employment to rural households and to serve as safety net. The enactment of Act can be seen as a significant step towards the initiative to operationalise the right to work as per the directive principles of Indian Constitution. Its aim is to reduce rural poverty and vulnerability of rural women households for constituting economic growth. The study analyzes the work satisfaction of MGNREG women workers in Kerala. It investigate work satisfaction variables like, work-site facilities, working condition, health and sanitation facilities, infrastructural facilities and awareness about the scheme among its members.. The study is based on actual beneficiaries i.e. the women workers who are actively participating in the scheme. The study is based on primary data through interview schedule and group discussions in two gramapanchayats in Mathilakam Block in Thrissur District in Kerala State.

Key Words: MGNREG, Working Condition, Work Satisfaction, Work-Site Facilities.

INTRODUCTION

Job satisfaction/ Work satisfaction is the quality of human resource as which quality of products and services provided by an organization depends and on these factors competitive strength of an organization depends. But it is not only the quality of human resource but it satisfaction which decides the quality of products and services provided. Job satisfaction, however, is difficult to define and there are more than 250 definitions of job satisfaction by different authors round the globe but in brief it may be said that it means how happy and satisfied employees feel with their job. As one author has stated" job satisfaction closely related to the gratification of needs. It is composed of effective cognitive and behavior talent. These elements vary in their intensity and consistency from one individual to another. Thus, job satisfaction is derived from any pursuit directed by the process of fulfillment of need. Work satisfaction refers to a person's feeling of satisfaction on the job which act as a motivation to work .It is not the self –satisfaction, happiness or contentment but the satisfaction on the job/work.

REVIEW OF LITERATURE

Kumar Vijay S. (2011), in his article on "Mahatma Gandhi National Rural Employment Guarantee Act: A Review" opines that despite decades of planned development and poverty eradication programmes at the national and state levels, poverty continues to persist in India. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) aims at enhancing the livelihood security of people in rural areas by guaranteeing hundred days of wage employment in a financial year to a rural household who volunteer to do unskilled manual work.

Rao Gangadhara G. and Rao Mohana L.K., (2011), in their article on "Women Participation in MGNREGA in India" praises that in the annals of rural employment generation schemes after independence, MGNREGS stands as the grandest one. It has provided 'right to work' to rural population. India is abundant with manual workforce. There involves not only the Empowerment of women but family welfare also. Women population and labour share are given due weight in the act to enlarge opportunities and income levels. It is the sustained effort of the academics and activists for the act to reduce poverty among marginal groups. There are a number of provisions which are clearly meant for female workforce in rural India.

Dey, and Bedi, (2010), studied the functioning of the NREGS between February 2006 and July 2009 in Birubham district, West Bengal. Their study reveals that in order to serve as an effective "employer of last resort", the programme should provide more job days during lean season and wages should be paid in a timely manner. This study shows that, in Birubham, there is universal awareness about the NREGS, job card have been made available to all those who have applied and NREGS related information is well Maintained and relatively accessible. But there are long delays in wage payments during the first year of the programme, since then, the payment lag has declined and it is now in the range of 20 days.

Rao Mohan V. (2008), in his article on "Employment Guarantee Scheme is a Lifeline for the Vulnerable Sections" explains the significance of NREGA. According to author the significance of NREGA lies in the fact that it operates at many levels. It creates a social safety net for the vulnerable by providing a fallback employment source, when other employment alternatives are scarce or inadequate. It adds a dimension of equality to the process of growth. The choice of works suggested in the Act



addresses causes of chronic poverty like drought, deforestation and soil erosion, so that the process of employment is maintained on a sustainable basis. This was the first time a country had passed a law of this nature and scale, guaranteeing livelihood security to rural households. There by rural women can be empower and safe livelihoods.

OBJECTIVES OF THE STUDY

1. To study about the work satisfaction level of women workers in MGNREG programme in Kerala.
2. To analyze the health and sanitation factors availed from the MGNREG programme in Kerala.

HYPOTHESIS

1. H0: There is no significant difference among age group with regard to working condition factors.
H1: There is significant difference among age group with regard to working condition factors.
2. H0: There is no significant difference between mean score of working-condition and work-group relationship of workers.
H1: There is significant difference between mean score of working condition and work-group relationship of workers.

METHODOLOGY

The sample for the purpose of the study has been collected from the 100 respondents of MGNREGP workers in Thirsur District. Data collected through structured questionnaire and collected data has been presented through different tables. Both primary and secondary data are collected for this study. Primary data are collected from 100 respondents, who belong to different age, religion and income group. For data analysis SPSS is used.

Table-1, Socio-economic Profile of the Beneficiary Households

Item	Categories	No. of respondents
Age	20-40	25
	40-60	68
	Above 60 years	7
Religion	Hindu	90
	Muslim	7
	Christian	3
Category	SC	45
	OEC	5
	OBC	48
	GENERAL	2
Family structure	Nuclear	89
	Joint	11
Marital Status	Single	2
	Married	90
	Widow	8
Number of dependents	Two	48
	Three	23
	Four	14
	Above Four	15
Land holdings	Landless	1
	Marginal	3
	Small	73
	Medium	23
Type of living house	Hut	5
	Tiled	19
	Concrete	71
	Others	5
Level of category	APL	28
	BPL	72
Ownership status of house	Own	93



Educational qualification	Rented	5
	Others	2
	Below SSLC	70
	SSLC	24
Source of Income	PLUS Two/Predegree	6
	Spouse's Income	69
	Income from Son	24
	Daughter's Income	2
Total Annual Income	Income from Property	5
	Below One lakh	87
	1-2 Lakhs	12
	2-3 lakhs	1

Source: Primary data

Table-2, Health and Sanitation Factors

Descriptive Statistics

Attributes	Minimum	Maximum	Mean	Mean Score	Std. Deviation
Knowledge about health and hygiene	1	5	3.12	IV	1.297
Knowledge about various diseases	1	5	3.09	V	1.303
Vaccination against diseases at the time of work	1	5	3.74	II	1.433
Fear at the time of cleaning	1	5	3.26	III	1.375
Infrastructural facilities at the work site	1	5	3.76	I	1.311
Medical insurance or other incentives	1	5	2.98	VI	1.537

Source: Primary data

From the table it is clear that the benefits of health and sanitation factors. Workers are agreed that the infrastructural facilities are adequate (3, 76) and proper vaccination against diseases at the work-site are above average (3.74). Most of the workers feel fear at the time of cleaning work (3.26), even when they have knowledge about the health and hygiene factors (3.12) and they are aware about various diseases in relation with their work (3.09). Their medical and insurance facilities are not satisfied (2.98).

Table-3, Test whether significant association between mean rank towards health and sanitation factors.

Factors	Mean rank	Chi-square Value	P-Value
Knowledge about health and hygiene	3.22	23.692	<0.001 **
Knowledge about various diseases	3.24		
Vaccination against diseases at the time of work	3.89		
Fear at the time of cleaning	3.50		
Infrastructural facilities at the work site	3.96		
Medical insurance or other incentives	3.20		

Source: Primary data

Since P value is <0.001 reject the Null hypothesis at 1% significance level. There is significant association between mean rank towards health and sanitation factors. On the basis of mean rank 3.96 infrastructural facilities are the most important under health and sanitation factors followed by vaccination at the time of work (3.89), fear at work-site (3.50), and knowledge about various diseases (3.24).

Table-4, Working Condition

Attributes	Minimum	Maximum	Mean	Mean Rank	Std. Deviation
Happy with work place	2	5	4.13	I	.544
Working hours are convenient	1	5	3.66	III	.945
Training for improvement	1	5	3.57	IV	1.047
During training period allowable compensation	1	5	3.06	V	1.023
Resources and infrastructure in the working place	2	5	3.78	II	.786

Source: Primary data



From the table it is clear that all attributes relating to the working condition are above average level. All the factors relating to working condition are favourable to the workers. All workers are highly satisfied with their work-place (4.13), all resources and infrastructural facilities are satisfied (3.78). Recent working hours are convenient for their work in the study area (3.66). Training and motivation classes are provided (3.57).

Table-5, Test whether there is significant difference among age group with regard to working condition.

Age group	Mean	Std. Deviation	F-value	P-value
20-40	18.3200	2.88271	0.035	0.966
40-60	18.1471	2.77658		
Above 60	18.2857	4.57217		

Source: Primary data

Since P value is greater than 0.051, accept the null hypothesis at 5% level of significance. There is no significant difference among age group with regard to factors of working condition.

Table-6, Work-Group Relationship (Descriptive Statistics)

Attributes	Minimum	Maximum	Mean	Mean Rank	Std. Deviation
Peers are friendly and supportive	3	5	4.23	II	.529
Frank and fair discussions	2	5	4.07	IV	.700
Positive attitude and clear instructions	3	5	4.13	III	.614
Support from co-workers	3	5	4.26	I	.525
Consider my ideas too while making decisions	2	5	3.89	V	.737

Source: Primary data

The above table shows that the attributes of work-group relationship. The workers have high support from the co-workers in the study area (4.26). The workers are friendly and co-operative (4.23). They had created a team spirit for their work. They have positive attitudes and will get clear instruction for their work (4.13). They have informal interaction and fair discussions for their work and work related issues (4.07). For taking a decision at work-site, if it is possible, they discussed each other and consider the ideas which are prescribed by workers at the work-site (3.89).

Table-7, Test whether significant difference between working-condition and work-group relationship.

Workers	Mean	Std. Deviation	T- value	P-value
Working condition	18.2000	2.91634	-8.547	<0.001
Work-group relationship	20.5800	2.44611		

Source: Primary data

Since P value is <0.001, reject the null hypothesis at 1% level of significance. Here conclude that there is significant difference between mean score of working condition and work-group relationship of workers. Based on mean score the opinion on work-group relationship is better than working condition.

Table-8, Test whether there is significant difference between working condition and work-group relationship.

Rank	No. of Cases	Mean Rank	Z-Value	P-Value
Negative Rank	7 ^a	24.57	-6.706 ^a	<0.001
Positive Rank	69 ^b	39.91		
Ties	24 ^c	-		

Source: Primary data

- Note:
- a). Negative Rank- Work-group relationship < Working condition
 - b). Positive Rank- Work-group relationship > Working condition
 - c). Ties- Work-group relationship = Working condition

Since P-value is less than 0.001, reject the null hypothesis at 1% level of significance; conclude that there is significant difference between work group relationship and working condition. Based on the mean rank work-group relationship is higher than working condition. Employee's satisfaction will depend upon various factors.



FINDINGS OF THE STUDY

1. The study evaluates the health and sanitation factors. Workers are agreed that the infrastructural facilities are adequate (3.76) and proper vaccination against diseases at the work-site is above average (3.74). Most of the workers feel fear at the time of cleaning work (3.26), even when they have knowledge about the health and hygiene factors (3.12) and they are aware about various diseases in relation with their work (3.09). Their medical and insurance facilities are not satisfied (2.98).
2. To Test whether significant association between mean rank towards health and sanitation factors Friedman test is used. Since P value is <0.001 reject the Null hypothesis at 1% significance level. There is significant association between mean rank towards health and sanitation factors. On the basis of mean rank 3.96 infrastructural facilities are the most important under health and sanitation factors followed by vaccination at the time of work (3.89), fear at work-site (3.50), and knowledge about various diseases (3.24).
3. From the study all attributes relating to the working condition are above average level. All the factors relating to working condition are favourable to the workers. All workers are highly satisfied with their work-place (4.13), all resources and infrastructural facilities are satisfied (3.78). Recent working hours are convenient for their work in the study area (3.66). Training and motivation classes are provided (3.57).
4. To Test whether there is significant difference among age group with regard to working condition, one way ANOVA is used for age group more than two groups. Since P value is greater than 0.051, accept the null hypothesis at 5% level of significance. There is no significant difference among age group with regard to factors of working condition.
5. The study investigates the attributes of work-group relationship. The workers have high support from the co-workers in the study area (4.26). The workers are friendly and co-operative (4.23). They had created a team spirit for their work. They have positive attitudes and will get clear instruction for their work (4.13). They have informal interaction and fair discussions for their work and work related issues (4.07). For taking a decision at work-site, if it is possible, they discussed each other and consider the ideas which are prescribed by workers at the work-site (3.89).
6. To Test whether significant difference between working-condition and work-group relationship, Since P value is <0.001 , reject the null hypothesis at 1% level of significance. Here conclude that there is significant difference between mean score of working condition and work-group relationship of workers. Based on mean score the opinion on work-group relationship is better than working condition.

CONCLUSION

NREGA is an unprecedented Programme envisaged to provide guaranteed employment to rural households who are willing to do unskilled manual work. It has created a confidence in the minds of the poor and provided a more positive livelihood environment to deprived and dependent people especially women. In the process of implementation, the scheme faces certain problems and short comings. These issues are relatively minor shortcomings, the scheme is unique in its objectives and proposed manner of implementation, and dominates all other centrally sponsored schemes with its merits. Though the state is facing a serious problem of educated unemployment, the unemployment of the rural poor and deprived sections may be even more serious in its implications for survival.

REFERENCES

1. Dey, S. and Bedi, A., "The National Rural Employment Guarantee Scheme in Birbhum", *Economic and Political Weekly*, Vol. XLV, p.1478.
2. Rao Gangadhara G. and Rao Mohana L.K., "Women Participation in MGNREGA in India" *Southern Economist*, Vol.50, No. 9, September1, 2011, pp.34-38.
3. Rao Gangadhara G. and Rao Mohana L.K., "Women Participation in MGNREGA in India" *Southern Economist*, Vol.50, No. 9, September1, 2011, pp.34-38.
4. Rao Mohan V. "Employment Guarantee Scheme is a life line for the Vulnerable Sections" *Kuruksetra*, Vol.56, No.8 June 2008, pp. 46-48.
5. Kumar Anandharaja P. and Well Haorei, "Impact Assessment of MGNREGS on Rural Migration" *Kuruksetra*, Vol.59, No.10, December 2010, pp. 26-28.
6. Kumar Vijay S., "Mahatma Gandhi National Rural Employment Guarantee Act: A Review" *Kuruksetra*, Vol.59, No.3, January 2011, pp. 10-12.