



A STUDY ON JOB SATISFACTION OF WOMEN WORKERS IN FIREWORK INDUSTRY IN SIVAKASI TALUK

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ABSTRACT

Job satisfaction is essential for the development of both the individual and the organization at large. We sought to study the job satisfaction of women workers in the Sivakasi Taluk fireworks industry. The study is based on secondary and primary data collected from books, magazines, newspapers and brochures in the fireworks industry. Majority of female employees expressed neutral to satisfaction with their working conditions.. According to a report released by the Ministry of Labor in 2014-2015, up to 95% of the work in Sivakashi's fireworks industry is manual, and 77% of those doing these dangerous jobs are women.

INTRODUCTION

In Sivakasi, firework industries are established, mainly in rural areas. Quality of Work Life (QWL) activity gained importance between 1969 and 1974, when a broad group of researchers, scholars, union leaders and government personnel developed interest in how to improve the quality of an individual through on-the-job experience. Managerial expectations are strongly linked with the organizational quality of work life, and it is a way to facilitate the gratification of human needs and goal achievement.

THE MAIN OBJECTIVES OF THE STUDY ARE

The study aims to understand the job satisfaction of women workers, their perceptions of wages, working conditions, welfare facilities and offer suggestions based on the findings.

SCOPE OF THE STUDY

The study suggests that HRM practices should be integrated into corporate strategy to create benefits and competitive advantage. Job satisfaction should be a major determinant of employee organizational behavior, as a satisfied employee will have a positive attitude and go beyond the normal expectation.

RESEARCH METHODOLOGY

This study is based on primary data and secondary data

PRIMARY DATA

An interview schedule was prepared for finding the perception of women workers in fireworks, and their level of job satisfaction.

SECONDARY DATA

Data collected from books, journals, newspapers, pamphlets from fireworks industries, collectorates and the office of the Inspector of factories.

SAMPLE DESIGN AND TOOLS OF ANALYSIS

It is empirical research based on the survey method and 159 employees were selected out of 350 workers. The data was analyzed using appropriate statistical techniques such as simple %ages, Chi-square Test analysis and weighted average score method. The study is confined to the employees of fireworks industries in Sivakasi, and the sample size is limited to 159 workers due to time constraints.

REVIEW OF LITERATURE

1. V. Kumaravalli (1991) in her study on "Job Satisfaction of women workers of match industries in Virudhunagar" has analyzed the various job satisfaction factors and suggested suitable measures for job satisfaction. The scholar has come up with the findings that lower income is the crucial and main reason for job dissatisfaction.
2. K.Ganesan's (1998) " A study on the working and living conditions of women workers in match industries in Sivakasi area " has provided the significance of work life conditions of match industries.

ORIGIN AND GROWTH OF FIREWORKS IN TAMIL NADU INDIA

P. Ayya Nadar and A. Shanmuga Nadar founded the matchwork industry in 1923, which later evolved into the firework industry. Following India's independence, all fireworks imports were outlawed, which boosted the firework industry and its supporting industries. Eventually, this led to agriculture being replaced as the main source of income for the people of Sivakasi town.

ROLE OF WOMEN WORKERS IN THE INDUSTRY

Firework industry started as a cottage industry and women were a part of it from the beginning. However, because there were no proper regulations, women were often subjected to harsh working conditions and no special benefits were granted to address the issue they faced during their maternity period which severely limited their employability.

VARIOUS BENEFITS AND ACTS FOR WOMEN WORKERS

Many special provisions and Acts have been passed in the last 70 years that have positively impacted working conditions and vastly improved the socioeconomic growth of women workers. One such measure is the Maternity Benefit act of 1961 a legislation that governs the employment of women in specified establishments during specific times before and after childbirth.

WOMEN WORKERS IN FIREWORK INDUSTRY: A CURRENT SCENARIO

According to a report published by the Ministry of Labour in 2014-15, up to 95% of the work in Sivakasi's fireworks industry is manual, ranging from direct handling of chemicals to filling, assembling, labeling and packing crackers, and 77% of those doing these hazardous tasks are women.

WOMEN WORKERS JOB SATISFACTION SURVEY

Approximately 60% of the female workers in the sample are aged 38 to 48 and 18 to 28, with the remaining 23.90% being aged 28 to 38 and around 66.03% have not completed their formal education, 32.08% have completed high school, and 2% have completed college and are largely engaged in administrative jobs. Administration employs 5.66% of the workforce, while production employs 94.33%. Furthermore, 75% of workers earn between 10,000 and 20,000 rupees per month, with only 1.26% earning more than rupees 40000 per month if they work extra hours or in administrative roles.

OVERALL JOB SATISFACTION	Number of respondents	Percentage
Highly satisfied	35	22.01 %
Satisfied	50	31.44 %
Neutral	49	30.81 %
Dissatisfied	22	13.83 %
Highly dissatisfied	3	1.88 %
Total number of respondents	159	100.00 %

ANALYSIS AND OUTCOMES OF EMPLOYEE SATISFACTION SURVEY

$$\text{CHI-SQUARE VALUE}(\Sigma) = \frac{(\text{OBSERVED VALUE} - \text{EXPECTED VALUE})^2}{\text{EXPECTED VALUE}}$$

According to our chi square analysis, there was no significant relationship between income of the workers, age, job difficulty, and job satisfaction. This is because many workers enter the labour force at different ages and are employed in various branches of production, which greatly affects their income and level of job difficulty.

Weighted average was used to determine which among the numerous welfare programs and monetary benefits is well-received. The provident fund, which serves as a pension plan, holds the top spot among all provisions as well as being the most liked. Among all the medical facilities, medical facilities provided by ESI holds the top spot.

CONCLUSION

Before 1950, Virudhunagar District was predominantly an agrarian one. Fireworks industries were an alternative source of employment initially but now it has become the primary source of income for many people. Nowadays the quality of life and working conditions have improved immensely due to various safety regulations being strictly followed, which has brought down the number of accidents. This industry does have its downside but for the people of a severely droughts prone region it is one of the only options left as employment.

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