



A Study on National Rural Employment Guarantee Scheme with Special Reference to Bangalore

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ABSTRACT

According to the Eleventh Five Year Plan (2007–12), the number of Indians living on less than \$1 a day, called Below Poverty Line (BPL), was 300 million that barely declined over the last three decades ranging from 1973 to 2004, although their proportion in the total population decreased from 36 per cent (1993–94) to 28 percent (2004–05), and the rural working class dependent on agriculture was unemployed for nearly 3 months per year. The UPA Government had planned to increase the number of working days from 100 to 150 before the 2014 Lok Sabha Elections in the country but failed. The NDA government has decided to provide 150 days for rain hit areas. The Act aims to follow the [Directive Principles of State Policy](#) enunciated in Part IV of the [Constitution of India](#). The law by providing a 'right to work' is consistent with Article 41 that directs the State to secure to all citizens the right to work.¹³³¹ The statute also seeks to protect the environment through rural works which is consistent with Article 48A that directs the State to protect the environment. The conclusion is that seniority should be considered while assigning the task such that the experienced persons can be able to do the task smoothly as the senior employees have more knowledge about the nature of job done.

Keywords: Rural employment, Guarantee scheme and Bangalore.

INTRODUCTION

National Rural Employment Guarantee Act 2005 (or, NREGA No 42) was later renamed as the "Mahatma Gandhi National Rural Employment Guarantee Act" (or, MGNREGA), is an Indian labor law and social security measure that aims to guarantee the 'right to work'. It aims to enhance livelihood security in rural areas by providing at least 120 days of wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work.

Starting from 2005 on 2 February 2006, the NREGA covered all the states of India from 1 April 2008. The statute is hailed by the government as "the largest and most ambitious social security and public works program in the world". In its World Development Report 2014, the World Bank termed it a "stellar example of rural development".

The MGNREGA was initiated with the objective of "enhancing livelihood security in rural areas by providing at least 120 days of guaranteed wage employment in a financial year, to every household whose adult members volunteer to do unskilled manual work. Another aim of MGNREGA is to create durable assets (such as roads, canals, ponds, wells). Employment is to be provided within 5 km of an applicant's residence, and minimum wages are to be paid. If work is not provided within 15 days of applying, applicants are entitled to an unemployment allowance. Thus, employment under MGNREGA is a legal entitlement.

MGNREGA is to be implemented mainly by gram panchayats (GPs). The involvement of contractors is banned. Labor-intensive tasks like creating infrastructure for water harvesting, drought relief and flood control are preferred.

Apart from providing economic security and creating rural assets, NREGA can help in protecting the environment, empowering rural women, reducing rural-urban migration and fostering social equity, among others."

The law provides many safeguards to promote its effective management and implementation. The act explicitly mentions the principles and agencies for implementation, list of allowed works, financing pattern, monitoring and evaluation, and most importantly the detailed measures to ensure transparency and accountability.

STATEMENT OF THE PROBLEM

The study analyses employee morale with the national rural employment guarantee scheme. An employer should be satisfied in all aspects to improve his performance in the Government because humans are the most valuable resources in any Government. A satisfied employer can do better than an unsatisfied one. Here the study analyses whether absenteeism was caused by low morale and determines the important variables which improve absenteeism. So, the study on employee's morale with national rural employment guarantee scheme are very essential.

OBJECTIVES OF THE STUDY

- To know about national rural employment guarantee scheme announced by government.
- To understand the relationship between the employee morale and national rural employment guarantee scheme.
- To identify factors that helps to increase the employee morale.

SCOPE OF THE STUDY

The scope of the study is confined to all the employees coming under the purview of the personnel department including various levels such as managerial, technical, supervisory staff and workers of various shifts. The study is helpful to understand employee's views about the factors that lead to develop their morale and to modify the factors considering employee's opinion.

The study was conducted to understand the relationship between employee morale and the national rural employment guarantee scheme. Generally, the national rural employment guarantee scheme and employee morale are directly proportional. Here the study checks the extent of national rural employment guarantee scheme and how it affects employee morale.

RESEARCH METHODOLOGY

The research instrument used in this study "structured questionnaire". Structured questionnaires are those questionnaires in which there are predetermined question relating to the aspect for which the researcher collects data. The questions are presented with the same wording and in the same order to all the respondents.

QUESTIONNAIRE DESIGN

The structured questionnaire for Absenteeism is with the following types of questionnaires: open ended, closed ended, multiple choice, types of questions.

SAMPLING TECHNIQUE

The sample size chosen for the study is 185 and the respondents are the people of **the national rural employment guarantee scheme in Bangalore**. Quota sampling technique is adopted for the study.

TOOLS FOR DATA COLLECTION

The primary method of data collection is done through an interview schedule administered to the respondents. A secondary method of data collection is done through journals, books and websites.

TOOLS FOR ANALYSIS

Percentage Analysis, Correlation and One way ANOVA is used for the study.

LIMITATIONS

- There is a chance of giving wrong information by the respondents due to their busy nature of jobs, as the data was collected from their work spot.
- The data's given by the respondents limited to their own perceptions knowledge and awareness.
- The lack of interest of the respondents are partially biased responses which cannot be overruled.
- Time limitation is the major limitation factor for the study.

DATA ANALYSIS AND INTERPRETATION

Table 1: Demographic variables of the respondents

Demographic variables	Particulars	Frequency	Percent
Gender	Male	142	76.8
	Female	43	23.2
	Total	185	100
Age	Below 25 years	2	1.1
	25 to 40 years	28	15.1
	41 to 55 years	122	65.9
	55 and above	33	17.8
	Total	185	100

Out of 185 respondents 76.8% are male, 23.2% are female. 1.1% are less than 25 year of age, 15.1% are between 25 to 40 years of age, 65.9% are between 41 to 55 years of age and 17.8% are more than 55 years of age.

Table 2: Positive feedback

	Frequency	Percent
Yes	96	51.9
No	89	48.1
Total	185	100.0

Interpretation: Most of the respondents (51.9%) get positive feedback in the Government.

Table 3: Working conditions.

	Frequency	Percent
Yes	93	50.3
No	92	49.7
Total	185	100.0

Interpretation: Most of the respondents (50.3%) feel that working conditions are good in the Government.

Table 4: Working hours

	Frequency	Percent
Yes	115	62.2
No	70	37.8
Total	185	100.0

Interpretation: Most of the respondents (62.2%) feel that working hours are flexible in the Government.

Table 5: Feel secured in the job

	Frequency	Percent
Yes	128	69.2
No	57	30.8
Total	185	100.0

Interpretation: Most of the respondents (69.2%) feel that they are secured in their job in the Government

Table 6: Grievance approach

	Frequency	Percent
Strongly agree	40	21.6

Agree	66	35.7
Neutral	48	25.9
Disagree	24	13.0
Strongly disagree	7	3.8
Total	185	100.0

Interpretation: Most of the respondents (35.7%) agree that grievance approach is good in the Government.

Table 7: Government is successful in defining duties

	Frequency	Percent
Strongly agree	36	19.5
Agree	94	50.8
Neutral	44	23.8
Disagree	7	3.8
Strongly disagree	4	2.2
Total	185	100.0

Interpretation: Most of the respondents (50.8%) agree that Government successfully defines the duties and responsibilities.

Table 8: Communication in the work place is good

	Frequency	Percent
Strongly agree	21	11.4
Agree	64	34.6
Neutral	66	35.7
Disagree	26	14.1
Strongly disagree	8	4.3
Total	185	100.0

Interpretation: Most of the respondents (35.7%) are neutral in their decision that communication is good in the Government.

Table 9: Technology used in the Gov is good

	Frequency	Percent
Strongly agree	27	14.6
agree	74	40.0
Neutral	54	29.2
Disagree	24	13.0
Strongly disagree	6	3.2
Total	185	100.0

Interpretation: Most of the respondents (40%) agree that the technology used in the Government is good.

Table 10: Freedom will increase the production.

	Frequency	Percent
Strongly agree	30	16.2
Agree	61	33.0
Neutral	55	29.7
Disagree	29	15.7
Strongly disagree	10	5.4
Total	185	100.0

Interpretation: Most of the respondents (33%) agree that their freedom will increase production in the Government

Table 11: Encouraged by superior

	Frequency	Percent
Strongly agree	24	13.0
Agree	69	37.3
Neutral	53	28.6
Disagree	28	15.1
Strongly disagree	11	5.9
Total	185	100.0

Interpretation: Most of the respondents (37.3%) agree that they are encouraged by their superior in the Government.

CORRELATION:**Table 13: Correlation between years of experience and suggestions considered.**

Correlation			
		Years of experience	Suggestions are considered
Years of experience	Pearson Correlation	1	.077
	Sig. (2-tailed)		.295
	N	185	185
Suggestions are considered	Pearson Correlation	.077	1
	Sig. (2-tailed)	.295	
	N	185	185

Interpretation: There is a positive correlation between the years of experience and suggestion considered in the Government.

Table 14: Correlation between years of experience and smooth task performance

Correlation			
		Years of experience	Able to perform tasks smoothly
Years of experience	Pearson Correlation	1	-.070
	Sig. (2-tailed)		.346
	N	185	185
Able to perform tasks smoothly	Pearson Correlation	-.070	1
	Sig. (2-tailed)	.346	
	N	185	185

Interpretation: There is a negative correlation between the years of experience and smooth task performance in the Government.

Table 15: Correlation between age and positive feedback

Correlation			
		Age of the employee	Get positive feedback
Age of the employee	Pearson Correlation	1	-.115
	Sig. (2-tailed)		.120
	N	185	185
Get a positive feedback	Pearson Correlation	-.115	1
	Sig. (2-tailed)	.120	
	N	185	185

Interpretation: There is a negative correlation between age and positive feedback in the Government.

Table 16: Correlation between leave policy and number of days leave taken

Correlation			
		Number of days leave taken in a month	Leave policy is satisfactory
Number of days leave taken in a month	Pearson Correlation	1	-.012
	Sig. (2-tailed)		.867
	N	185	185
Leave policy is satisfactory	Pearson Correlation	-.012	1
	Sig. (2-tailed)	.867	
	N	185	185

Interpretation: There is a negative correlation between leave policy and number of days leave taken in the Government.

RESULT AND DISCUSSION

The result and discussed under the following headings are:

Demographic profile of respondent:

The results of the demographic profile of the respondent are as follows:

- Most of the respondents are male (76.8%).
- Most of the respondents belong to the age group 41 to 55 years (65.9%)

Findings

- Grievance approach is good in the Government.
- An experienced person's suggestions are considered in the Government which is healthy.
- No delay in giving the salary.
- Most of the employees (78.4%) take leave from 1 to 5 days.
- Most of the employees (45.9%) have taken leave due to tiredness.
- Most of the employees (58.4%) have given memos for taking leave.

Recommendations

- It is suggested that newly appointed staff must be appraised so that they have a good opinion of the Government which will increase the morale which leads to less number of absenteeism.
- It is suggested that the same leave policy is recommended to be continued as most of the employees are satisfied with the current leave policy which will reduce the number of leave taken by the employees.
- Since most of the employees feel hesitant to do the work due to lack of cleanliness it is recommended to keep the workplace neat so that the employees will not feel hesitated to do the work.
- Since most of the employees have taken leave due to tiredness it is recommended to extend the leisure time and lunch time of the Government so that the physical stress and the employees taking leave due to tiredness will get reduced.

CONCLUSION –

The conclusion is that seniority should be considered while assigning the task such that the experienced persons can be able to do the task smoothly as the senior employees have more knowledge about the nature of the job done.

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