

A STUDY ON INTERNAL MIGRATION OF EMPLOYEES AND ITS IMPACT ON THEIR PSYCHOLOGICAL WELLBEING

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Abstract: The advent of industrialisation has widened the scope of employment opportunities in urban areas. This ultimately increased the internal migration of workers from rural areas to urban areas. There is an increase in the demand of internal migrants in labour market. Hence, this paper is an attempt to identify the reasons of internal migration of employees and its impact on their psychological wellbeing. The primary data was collected by distributing the structured questionnaires among the migrated employees in Chennai. The findings reveal that change in climatic condition is one of the important factor which affects the psychological wellbeing of the employees and it was also found that some of the reasons for internal migrations of employees are officially transferred, migrated after marriage, migrated for educating children, attractive salary, employment opportunities, family circumstances and better cost of living. Thus, this study helps to identify the importance and key problems faced by the internal migrants.

Keywords: Internal migration, psychological wellbeing, migrated employees, rural and urban areas

Introduction

Migrants are those people living and working outside their home country. There stay would be either temporary or permanent depending on the duration of work. There are two basic types of migrations such as internal migration and international migration. Internal migration refers to movement of the people within one state or district to another state or district within the particular country. International migration is a global phenomenon where the movement of people occurs across the boundaries they are also called as expatriates or foreign workers. According to the World Economic Forum the economic survey of India 2017 estimates that the inter-state migration in India was close to 9 million annually between 2011 and 2016. It was also found that Uttar Pradesh and Bihar are the biggest source states followed by Madhya Pradesh, Punjab, Rajasthan, Uttarakhand, Jammu and Kashmir and West Bengal; the major destination states are Delhi, Tamil Nadu, Kerala, Andhra Pradesh, Gujarat and Maharashtra. Internal migration is said to be one of the inevitable component for economic and social life of the country. According to Deshingkar and Akter (2009) says that migration has an impact on poverty reduction and also estimates shows that migrants contribute around 10% to the National GDP. In the Indian economy all the sectors such as agriculture, industry and service employ a large number of migrant workers. Migration occurs for variety of reasons. It could be either voluntary or involuntary movement. In recent times with the changes in several factors has greater impact on the migrant labour market. This paper helps to identify the reasons for internal migration of employees and its impact on their psychological wellbeing.

Internal migration in India

In 1961 census was the first time migration data was taken and was classified into rural and urban data. However, in India most of the migration take place from rural to urban areas because young people especially from rural India feels that rural areas do not provide them with much opportunities so even their families encourages young people to move to city for work and send money home. According to Mahapatro, S. R. (2012) says that with the current development and growth in urbanisation, increases the migration to urban areas more in future and migrants will also become absorbed within the urban informal economy. There is mobility of both male and female. Most of the female mobility is due the marriage whereas, in case of male they migrate due to the employment, higher education etc. Internal migration helps in socio economic development of the country. Thus, in India with the increase in the internal migration also increases various challenges in migration. In 2011, UNESCO and UNICEF launched Internal Migration in India Initiative (IMII) in order to face the challenges in internal migration.

Reasons for internal migrations of workers

According to the World Economic Forum migrants are drawn to cities in search of social, economic and creative opportunities. In urban areas there is more scope for employment opportunities which pulls or attracts people from outside. But in case of rural areas there is less scope and there will be more of unemployment, starvation, etc which pushes the people to the urban areas. Thus to live a comfortable and a fulfilling life many people step into modern and developed world. In India most of the migrations are from rural to urban areas it is based on the push and pull factors. Based on these factors the reasons for internal migrations are divided as follows.

a) Push factors:

- In rural areas there are little work in factories for which they need to travel a long way
- Lower standard of living
- Less wages
- Low trading activity
- Less opportunities of career development

b) Pull factors:

- Business opportunities
- Advanced medical facilities
- Migrants can earn more and money to their home to improve living standard

- Better educational facilities
- Well-paid jobs
- Good standard of living

Despite many advantages for the internal migrants according to Sinha, B. (2005) says that there is an inverse effect in the migration process towards the origin place of migration it may reduce the population and allied problems relating to population while in the destination place it might increase the population, shortens the employment opportunities for local people. Thus these push and pull factors are to be carefully handled both from the destination place and origin place of migration.

Problems faced by Internal Migrants

Srivastava, R., & Sasikumar, S. K. (2003) states that internal migration is the vital component especially for poor people's struggle for survival and it was also said internal migrants have such a weak bargaining power hence they require greater legislative and non-legislative support from both governmental and non-governmental actors. The problems faced by internal migrants will affect their psychological wellbeing which might lead to low employee morale. Some of the important problems faced by internal migrants are as follows:

a) Cultural differences

This is one of the biggest challenging barriers faced by the migrant workers. These cultural differences might be in the form of languages, values, belief, religion, etc. This might generate a sense of inferiority, misunderstanding, irritation, etc.

b) Lack of education

Due to lack of writing or reading skill many employees from rural areas feel inability this lead inequality in workplace and lower paid jobs.

c) Housing problem

This is one of the problems faced especially by the employees coming from rural to urban areas where the greater demand is their accommodation. Some who cannot afford they dwell in slums and others might live at their workplaces such as construction sites, hotel dining rooms, etc.

d) Health issues among migrant workers

Basic health is an important right of every human being. In case of migrants it is least cared, because they are mostly affected by the host factors such as the conditions of the journey, access to drinking water and basic amenities, food and nutritional intake, etc. Migrants are also exposed to high health risk like malaria, tuberculosis, occupational hazards, etc. Most of the migrants suffer injuries at worksites, and rarely enjoy any medical care and compensations.

And other problems such as giving them less or no role in decision making policy, sexual harassment and abuse, receive no policy support and being discriminated are also problems faced by the internal migrants.

Research Methodology

The objective of the study is to identify the reasons for internal migration of employees and also factors affecting the psychological wellbeing of the migrated employees. The primary data was collected through distributing structured questionnaires among the internal migrants from Chennai. The sample comprises of 200 employees. The collected data was analysed using the SPSS software.

Analysis and Discussion

Table 1: Personal profile of the employees

PROFILE	FREQUENCY	PERCENTAGE
Gender:		
Male	151	75.5
Female	49	24.5
TOTAL	200	100
Age:		
Below20years	40	20
20-25years	62	31
25-30years	58	29
Above30years	40	20
TOTAL	200	100
Marital status:		
Married	106	53
Unmarried	94	47
TOTAL	200	100
Educational qualification:		
School level	144	72
Undergraduate	43	21.5
Postgraduate	12	6
Diploma	1	0.5
TOTAL	200	100
Designation:		
Labor	140	70
IT Employees	35	17.5
Businessmen	9	4.5

Others	16	8
TOTAL	200	100
Native place:		
Andhra Pradesh	24	12
Gujarat	26	13
Bihar	32	16
Karnataka	19	9.5
Kerala	29	14.5
Maharashtra	28	14
Rajasthan	31	15.5
Others	11	5.5
TOTAL	200	100
Monthly income:		
BelowRs.10000	84	42
Rs.10001-25000	66	33
Rs.25001-50000	28	14
Rs.50001-100000	15	7.5
AboveRs.100001	7	3.5
TOTAL	200	100
Nature of stay:		
Family	120	60
Independent	0	0
Friends	51	25.5
Relatives	1	0.5
Colleagues	28	14
TOTAL	200	100
Pattern of migration:		
Rural to Urban	149	74.5
Urban to Urban	51	25.5
TOTAL	200	100

Source: Primary data

From the Table 1 above, demographic profile of the employees we find that majority of the employees 75.5% are male migrants. 31% of the migrants are between 20-25 years of age. 72% of the employees have just completed their school level of education and 70% of them are labours and 42% of migrants monthly income of below 10000. 16% of the migrants are from Bihar followed by 15.5% from Rajasthan, 14.5% from Kerala, 14% from Maharashtra, 13% from Gujarat, 12% from Andhra Pradesh, 9.5% from Karnataka and rest 5.5% from other states. The majority of 74.5% respondents are migrated from rural to urban and 60% of the respondents stay with their family.

Rank method to identify the factors affecting the psychological wellbeing of the migrants

Table 2: Descriptive Statistics

REASONS	N	MEAN	STD. DEVIATION	RANK
Work stress	200	2.04	0.950	6
Legal uncertainties	200	4.22	1.177	2
Longer duration of stay in Chennai	200	3.62	1.406	4
Change in climatic conditions	200	4.65	1.302	1
Family circumstances	200	2.31	1.687	5
Non co-operation of colleagues	200	4.17	1.698	3

Source: Primary data

From the table 2 it is clear that the change in climatic conditions has the highest mean value of 4.65 and standard deviation of 1.302 is ranked as the first reason followed by the mean value for legal uncertainties is 4.22 and standard deviation of 1.177 ranked as the second reason, while the work stress has the lowest mean value of 2.04 and standard deviation of 0.950 is ranked as sixth reasons affecting their psychological wellbeing.

ANOVA for identifying the significant difference among designation with respect to reasons for internal employee migration

H_0 : There is no significant difference among designation with respect to reasons for internal employee migration.

H_1 : There is significant difference among designation with respect to reasons for internal employee migration.

Table 3: ANOVA

REASONS FOR MIGRATION	SUM OF SQUARES	DF	SIG
Officially transferred	242.549	4	.000
Migrated after marriage	62.897	4	.000
Migrated for educating your children	87.524	4	.000
Attractive salary	21.429	4	.002
To seek employment	185.951	4	.000
Migrated after any natural calamities	1.750	4	.644
Family circumstance	37.401	4	.000
Better cost of Living	9.568	4	.004

Source: Primary data

From the table 3, it is inferred that the significant level for the calculated value at 5% level of significance is lesser than 0.05 in the case of reasons for employee migration such as officially transferred, migrated after marriage, migrated for educating your children, attractive salary package, to seek employment, family circumstances and better cost of living, H_0 is rejected and therefore we conclude that there is a significant difference between designation and the reasons for employee migration. On the other hand, the significant value for the reason migrated after any natural calamities are greater than 0.05 at 5% level of significance hence, H_0 is accepted. Therefore, there is no significant difference between migrated after any natural calamities and designation.

Conclusion

Migration and urbanisation has become the important factors for the economic development of the country. With the increase in the flow of internal migration in India this study was an attempt to identify the reasons for internal migration and the factors that influence the psychological wellbeing of the migrants. The result of the study shows that there are more migrants from rural to urban areas. It was also found that change in climatic condition is one of the important factor which affects the psychological wellbeing of the employees in Chennai and it was found that some of the reasons for internal migrations of employees are officially transferred, migrated after marriage, migrated for educating children, attractive salary, employment opportunities, family circumstances and better cost of living. Hence, in country like India with more scope for internal migration which influences the economic growth of country there by the government has to take initiatives to support the migrants to face the unknown challenges effectively and provide them with comfortable work environment.

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