

A STUDY ON THE STATE OF SOCIAL WELL BEING OF FACTORY WORKERS IN SMALL SCALE INDUSTRIES IN INDIA

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Abstract: It is a widely accepted fact that for the success of any industry co-ordination between man, material, money, machine and information is something which cannot be ignored. Driven by human emotions, it's finally the workers who are the most difficult to be handled. Previous research shows that a better lifestyle both at home as well as at workplace gives a greater sense of satisfaction. Happiness and a greater sense of satisfaction is often considered to be as an index or a measure of Social well being of any individual. The Social well being was evaluated by the data obtained from the responses from a questionnaire consisting of questions related to factors which determine its state. Study was conducted from a sample of industrial workers working in the Indian state of Goa in the year 2012 while one of the authors was working on a project. A total of 79 workers out of 102 (78%) responded to scales that assessed their social well being. Then a simple model was proposed and was tested with Structural Equation Modeling (SEM) software AMOS. The results obtained were also compared with those by using mathematical statistical formulae.

Keywords: Social well being, Quality of life, Freedom, Family life, Communication.

1. Introduction: It is seen that higher is the Quality of Life, higher is the employee's job satisfaction and higher is the level of commitment to the work. WHO defines QOL as individuals' perceptions of their position in life in the context of the culture and value systems in which they live and in relation to their goals and expectations, standards and concerns. It is a broad ranging concept affected in a complex way by the person's physical health, psychological state, and level of independence, social relationship, personal beliefs and their relationship to salient features of their environment [1]. Baker (2003) researched the impact of spirituality on quality of life [2]. Sheniz Moonie et. al. proposed Model for QOL estimation with SEM in school Aged Children with Asthma [3]. J.P. Craiger et. al. developed a SEM model for QOL of Navy personnel [4]. Ranti Wiliasih et. al. developed a SEM model for relationship between QOL and regular Zakah exercise performed by Muslims worldwide. Zakah is the practice of giving offerings to the poor sections of the society. This research examined the relationship between the regular zakah exercise and quality of life through altruism and spirituality as the intermediary variable [5]. Research evidence tells us that critical human needs are only met through employment. These include tangible economic resources and security; the opportunity provided to develop life skills and a sense of worth; and respect from friends. The satisfaction of these needs is not only important for individuals but also for the health and wellbeing of society [6]. The social costs of insufficient or low quality employment involve diminished standards of living, devalued employee contribution to production, weakened social ties with the potential for increased social conflict, and the economic costs of unused or underused human capacity [7]. Organizational arrangements can encourage learning and flexibility for competitive advantage [8]. Social well being or SWB represents the absence of discrimination. Freedom, healthy family life and communication with the management and friends contribute a lot to SWB, in fact there are many factors associated with it such as:

Freedom: Freedom of thoughts, higher image in public/society, self identity, leisure and proper sleep represents the level of the individual freedom. The scale includes five items (1= not at all, 5= very much).

Family Life: Having healthy family life and being able to make friends outside the job are the important factors which contribute to family life. The scale includes five items (1= not at all, 5= very much).

Communication: It includes the free expression of feelings to the management as well as to the outside world.

2. Proposed Method: A questionnaire (appendix-1) consisting of questions related to the factors which determine the social well being of workers was used to collect the required data. The major concern was the content validity of the questionnaire items i.e.,

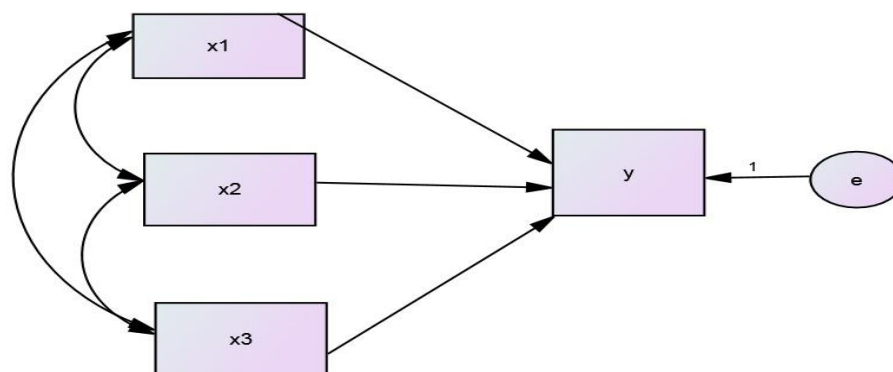
the extent to which they cover the construct being measured. In general, to obtain the prompt and rapid responses, short questionnaire were used with Likert scales rather than having interview sessions. The participants in the present study were workers in several different small scale industries in Goa. In total, 102 questionnaires were distributed to a total of 5 factories. A total of 79 workers filled out the questionnaire (response rate was 78 %). The sample included 71 males (89.87%) and 8 females (10.13%). Their ages ranged from 23 to 62 years. They were asked to answer all the items on 5 point Likert scale. The scale includes five items (1= not at all, 5= very much).

Y	Social well being
X1	Freedom
X2	Family Life
X3	Communication

In order to check the validity of the responses they were all asked to rate their state of social well being as per their own perspective. It was assumed that these three parameters (X1, X2, and X3) equally contribute to Y.

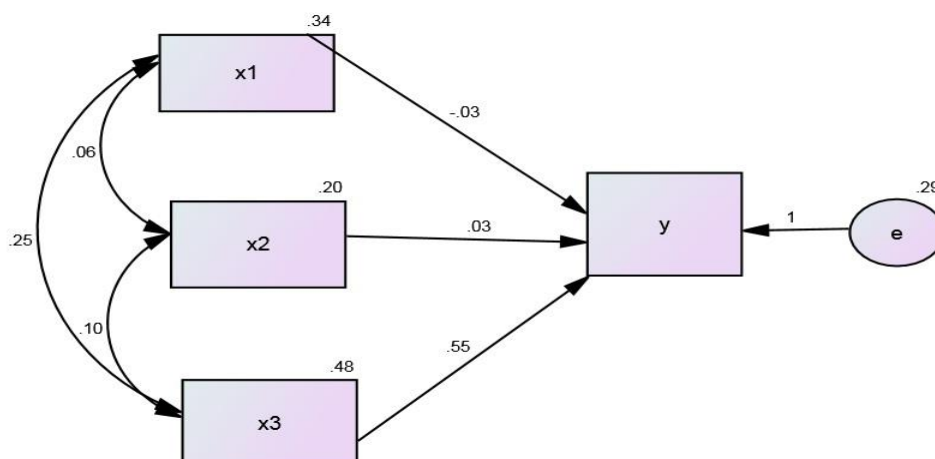
I.e. $Y = (X1 + X2 + X3) / 3$.

We also proposed a simple model to be tested with AMOS.



In the above model single headed arrows indicate the variables X1, X2 and X3 that influence the parameter Y. The variables linked with each other with double headed arrows show that they are correlated and influence each other. The rectangular box represents the observed variables i.e. for which data is available and the ellipse represents the unobserved variable or errors associated with the results represented by e.

3. Data Analysis: After testing the goodness of fit between the field data and the model proposed by using AMOS, we got the following results



The numerals shown over single headed arrows show the regression weights and those over the double headed ones show the covariance. The goodness of fit index (GFI) was obtained to be 1.00 which means that the model is fully compatible for data. Also, after the mathematical analysis of data, Means and standard deviations calculated are as shown in Table 1 below.

Table 1: Means and Standard Deviations

Sr. No.	Parameters	Mean	Standard Deviation	Variance
1	Freedom	3.233	0.571	0.337
2	Family Life	3.106	0.422	0.214
3	Communication	2.921	0.654	0.432

Analysis was done for each of the above factors and is tabulated as below.

Table 2 below shows the frequency and percentage of each of the responses as given by respondent for Primary Freedom.

Table 2: Freedom

Freedom	Frequency	Percentage
Not at all	00	00
	20	25
	48	61
	11	14
Very much	00	00

Table 3 shows the frequency and percentage of each of the responses as given by respondents for questionnaire on Family Life.

Table 3: Family Life: Frequency and Percentage

Family Life	Frequency	Percentage
Not at all	06	08
	20	25
	43	55
	10	12
Very much	00	00

Table 4 shows the frequency and percentage of each of the responses as given by respondents for questionnaire on Communication.

Table 4: Communication: Frequency and Percentage

Communication	Frequency	Percentage
Never	06	08
Rarely	30	37
Sometimes	40	51
Very Often	03	04
Always	00	00

Mathematically the combined mean, standard deviation and variance is as shown below:

Sr. No.	Parameter	Mean	Standard Deviation	Variance
1	Social well being	3.165	0.579	0.329

And as the data obtained from the direct responses from the questionnaire combined mean, standard deviation and variance is as shown below:

Sr. No.	Parameter	Mean	Standard Deviation	Variance
1	Social well being	3.921	0.634	0.418

So, the difference between mathematical data and the field data is of 23.88%.

4. Result and Analysis: The above figures which have been obtained show that the level of the Social well being of the workers under consideration is more or less around good. Scope for its improvement is definitely there. The big difference between the mathematical and the field results hints at the missing aspects viz. scenic beauty, pleasant weather, comfortable temperature etc. which can be investigated and can be taken up under consideration in future.

5. Conclusion: From the results obtained it can be concluded that the overall state of Social well being of workers in Goa is just good but there is a big scope for its betterment. Variation in the responses given by the workers seems to be influenced by the difference of their region of origin.

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