

# A STUDY ON EMPLOYEES' PERCEPTION AND SATISFACTION TOWARDS UNDER EMPLOYMENT PROBLEM IN THOOTHUKUDI DISTRICT

B.Geetha Maheswari,  
Assistant Professor,  
Department of Commerce,  
St.Mary's college (Autonomous),  
Thoothukudi-628 001.  
India.

**Abstract :** Underemployment covers different aspects of the underutilization of potential labour resources in each country, including working fewer hours than desired and not fully utilizing the available pool of skills and talent. It includes holding a part-time job despite desiring full-time work and over qualification where the employee has education, experience, or skills beyond the requirements of the job. Underemployment has been studied from a variety of perspectives, including economics, management, psychology, and sociology. It is a significant cause of poverty. Although the worker may be able to find part-time work, the part-time pay may not be sufficient for basic needs. Underemployment is a problem particularly in developing countries, where the unemployment rate is often quite low, as most workers are doing subsistence work or occasional part-time jobs. The global average of full-time workers per adult population is only 26%, compared to 30–52% in developed countries and 5–20% in most of Africa. Under employment is the main neck to neck hurdle of economic development of the study area. Hence, a comprehensive study that delves into various interrelated aspects of Underemployment will throw deep insight into the strengths and weaknesses of the present economic setup in the study area. Besides suggesting improvements for better functionality and threats, the government is facing and put forward possible measures to encounter them in the future. The present study is an attempt to understand the reasons for underemployment problem in the study area.

This study has been undertaken to investigate the determinants influencing the satisfaction level of Employees working in different sectors in the study area towards the underemployment problem using Student 't'- test. To test the reliability of Student 't' – test, the Cronbach's Alpha score was calculated to examine its appropriateness.

**Index Terms:** Underemployment, Productivity, Underutilization, Working poverty.

## 1.1 INTRODUCTION

Underemployment is the under-use of a worker due to the job that does not use the worker's skills or is part time or leaves the worker idle. Underemployment in the emerging economies also manifests itself more generally through the prevalence of low-productivity, informal jobs and working poverty. More than 4 in 5 workers in India occupy informal jobs, while the rate of informality exceeds 30% in all other countries. Working in an informal job not only implies lower social protection and less employment security than working in a formal job, but often also means lower participation in training which may reinforce the likelihood of remaining stuck in a low-paid, precarious job. In developing and emerging country contexts, an important dimension of underemployment is "working poverty". Despite working for long hours, frequently in multiple jobs, workers do not earn enough to lift themselves and their families out of poverty.

## 1.2 REVIEW OF LITERATURE

Feldman (1996) proposed in an article the five dimensions that are used to judge whether an individual is underemployed. Applying this to the specific case of recent graduates, it was suggested that they could be described as underemployed if any of the following statements are true: (1) They possess more formal education than their current job requires; (2) They are involuntarily employed in a different field from that in which they received their formal education; (3) They possess higher-level skills than the job requires; (4) They are involuntarily engaged in part-time, temporary or intermittent employment; and (5) They are earning 20 percent less than the average earnings of their graduating cohort in the same major or occupation track.

Kiran Kishore.J (2014) in the dissertation titled "A Study on underemployment problem and its effects" highlighted significant issues around the conceptualization and measurement of graduate under-employment. It was argued that individual volition and meaning making are important issues that to date remain under-researched in relation to graduate under-employment. The paper argued that the most appropriate basis for developing a theoretical understanding of graduate under-employment is to draw upon relevant theoretical frameworks from career studies—specifically those on the objective-subjective duality of career, career indecision, and career success. This approach provides a greater focus on the dynamics of the individual's experiences.

## 1.3 IMPORTANCE OF THE STUDY

The study is confined to Employees who are underemployed in the different sectors of Thoothukudi District, Tamil Nadu. The employees selected for the study are Government employees, Private employees and Self employed. The study includes the demographic characteristics of the employees, the nature of current job, the factors influencing the underemployment problem and the like. The study is of macro in nature and covers the satisfactory opinion of the Employees regarding the job currently they are working. The opinions of the employees regarding their satisfaction level are studied using primary data

collected, specifically for the purpose. This study brings to know about the opinion and perception of under employed employees regarding the underemployment problem in the study area. This study tells the readers the reasons for underemployment in the study area. With the help of this study, government can get a feedback about the present situation towards the job satisfaction of underemployed employees and can take necessary steps to improve their job satisfaction.

#### 1.4 STATEMENT OF THE PROBLEM

One of the most disturbing problems in India has been the mounting rate of under employment, both in the rural and urban sectors. In case of rural sector, there has been both unemployment and under employment. In low income countries like India where agriculture provides employment for a large proportion of the labour force, actual surplus labour consists of two parts, removable labour which is surplus throughout the year and non-removable labour which is surplus only during the slack season. In urban sector, there has been both educated and industrial under employment. Unless unemployment and underemployment problems are solved, the future of India cannot be bright. There will be no peace and prosperity in the country if jobless people do not get a proper channel and the problem more serious even when the people of highly academic and technically qualified are underemployed for very low level of income. More attention should be given. Otherwise this problem can make jobless and underemployed youths go to wrong direction. The risk bearing capacity of the Employee is a function of personal, economical, environmental and chronological based on situational factors such as age, education, occupation, income, family size, nature of employment and the like. Hence, there is a need to study the employees' opinion and perception towards the reasons for underemployment problems faced by them in Thoothukudi district and their level of satisfaction, the topic has been undertaken for the study.

#### 1.5 OBJECTIVES

- To elucidate the profile of the employees working in different sectors in Thoothukudi.
- To know about the opinion and perception of employees those who are under employed in different sectors of the study area.
- To narrate the reasons for under employment problems in the study area.
- To analyse and document the satisfaction and dissatisfaction level of Employees working in different sectors in the study area.
- To offer suggestions based on the findings of the study.

#### 1.6 RESEARCH METHODOLOGY

The study is both descriptive and analytical in nature. The study is based on Survey method and is dependent both on primary and secondary data. Possessing and not possessing attributes are discussed from the primary data collected through the interview method of data collection. The study focuses on certain aspects or dimensions of the identified problems and the satisfaction level of the Salt producers. The study is administered on a macro approach and the various attributes are discussed from the primary data collected through the interview schedule method of data collection which has been prepared after the pilot study conducted in the study area on micro level.

#### 1.7 LIMITATIONS

- Due to non-availability of the list of the population, the study was conducted on the basis of samples accumulated through convenience method of sampling which is inadequate to the size of the population. Hence, the study may subject to fluctuations of sampling.
- Some respondents were very uncommunicative and would not voluntarily supply certain information.
- The findings of the study may be applicable to the period in which it has been done, it may be found unsuitable for other period.
- Being busy in their work, some of the respondents could not answer the questions properly. Hence the researcher had to use the interview schedule method.

#### 1.8 GENERAL PROFILE OF THE SALT PRODUCERS

The employees should have a sound knowledge about the present job market situation and the seasonal fluctuations in labour market. In addition to that, they will have to face other practical problems such as financial problems, economic problems, labour problems, political problems and the like. Generally, their decision attitude is determined by the social class to which they belong to or which they rather aspire than by their income.

Table – 1.1

General Profile of the Employees

			Gender		Total
			Male	Female	
Nature of Management	Government Employee	No.of Respondents	66	62	128
		Percentage(%)	51.6%	48.4%	100.0%
	Private. Employee	No.of Respondents	86	78	164
		Percentage(%)	52.4%	47.6%	100.0%
	Self Employed	No.of Respondents	21	17	38
		Percentage(%)	55.3%	44.7%	100.0%
Total			173	157	330
			52.4%	47.6%	100.0%

Source: Primary Data

Table 1.1 shows that among 128 employees working in government sector, majority of the respondents (51.6%) are men and the remaining (48.4%) of them are women. Among 164 employees working in private sector, majority of the respondents (52.4%) are men and the remaining are women. Majority (55.3%) of the employees are men and the remaining respondents are women. Nearly equal percent of both the genders are taken for study.

### 1.9 OPINION OF EMPLOYEES TOWARDS THE VARIOUS REASONS FOR UNDEREMPLOYMENT PROBLEM IN THOOTHUKUDI DISTRICT

TABLE 1.2

Opinion of the Employees about the various Reasons for underemployment problem in Thoothukudi District

Sl. No.	Reasons	SA	A	N	DA	SDA	Total Score	Avg. score	Rank
1.	Poor academic scores	295 (89.39)	8 (2.42)	13 (3.94)	7 (2.12)	7 (2.12)	1567	4.75	I
2.	Over expectation about white collar job	16 (4.85)	98 (29.70)	64 (19.39)	51 (15.45)	101 (30.61)	867	2.63	XII
3.	Less self confidence	12 (3.64)	95 (28.79)	21 (6.36)	117 (35.45)	85 (25.76)	822	2.49	XIV
4.	Less family support	18 (5.45)	7 (2.12)	17 (5.15)	165 (50.00)	123 (37.27)	622	1.88	XVI
5.	Poor education system	89 (26.97)	73 (22.12)	47 (14.24)	75 (22.73)	46 (13.94)	1074	3.25	VIII
6.	Community problem	142 (43.03)	96 (29.09)	2 (0.61)	46 (13.94)	44 (13.33)	1236	3.75	III
7.	Lack of co-ordination between industry and the university	72 (21.82)	101 (30.61)	83 (25.15)	53 (16.06)	21 (6.36)	1140	3.45	VI
8.	Political pressure in employment exchange	9 (2.73)	46 (13.94)	133 (40.30)	77 (23.33)	65 (19.70)	847	2.57	XIII
9.	Underemployment of Over qualified employees	64 (19.39)	59 (17.88)	24 (7.27)	70 (21.21)	113 (34.24)	881	2.67	XI
10.	Population Growth	80 (24.24)	62 (18.79)	84 (25.45)	50 (15.15)	54 (16.36)	1054	3.19	IX
11.	Poor Spoken English	18 (5.45)	34 (10.30)	119 (36.06)	50 (15.15)	109 (33.03)	792	2.4	XV
12.	Poor Practical Education system	80 (24.24)	80 (24.24)	103 (31.21)	34 (10.30)	33 (10.00)	1130	3.42	VII
13.	Ignorance in technical knowledge	50 (15.15)	26 (7.88)	144 (43.63)	60 (18.18)	50 (15.15)	956	2.90	X
14.	Inabilities of Unstable Government	83 (25.15)	123 (37.27)	49 (14.85)	16 (4.85)	59 (17.88)	1145	3.47	V
15.	Agriculture-a Seasonal employment	163 (49.39)	132 (40.00)	26 (7.88)	4 (1.21)	5 (1.52)	1434	4.35	II
16.	Migration of Other State Employees	3 (0.91)	190 (57.58)	114 (34.55)	13 (3.94)	10 (3.03)	1153	3.49	IV

Source: Primary Data.

Note: Figures in brackets indicate percentage to total.

Table 1.2 clearly infers that "Poor academic scores" is the first important reason for unemployment problem and has got the first priority among all other reasons. Thus, 89.39 per cent of the respondents have strongly accepted the statement. The reason "Agriculture-a Seasonal employment" has got second priority and it has been strongly agreed by 49.39 per cent of the respondents followed by the reason "Community problem" which has been strongly accepted by 43.03 per cent of the respondents and has got third priority among all other reasons for underemployment. Thoothukudi is an industrial city where better employment opportunities are available at all times and therefore, the statement "Migration of Other State Employees" has got 4<sup>th</sup> importance.

Due to the unpredictable political environment prevailing in Tamil Nadu, the statement "Inabilities of Unstable Government" has got 5<sup>th</sup> rank. The statement "Lack of co-ordination between industry and the university" has got 6<sup>th</sup> importance and the least importance has been given to the statement "Less family support".

#### 1.9.1 Reliability Statistics for the Opinion of the Employees about the various Reasons for the Underemployment problem in the Study Area

In order to test the reliability statistics for the Opinion of the Employees about the various reasons for the Underemployment problem in Thoothukudi District, Cronbach's Alpha test is applied and the results are shown in Table 1.3.

TABLE 1.3

**Reliability Statistics for the Opinion of the Employees about the various reasons for the Underemployment problem in Thoothukudi District**

<i>Sl. No.</i>	<i>Factor</i>	<i>Cronbach's Alpha</i>
1.	Opinion of the Employees about the various reasons for the Underemployment problem in the study area	0.703

Source: Computed Primary Data.

It is evident from Table 1.3 that the calculated value of Cronbach's Alpha for the opinion of salt producers about the various reasons for the Underemployment problem is greater than 0.7. Hence, it is concluded that the opinion of the Employees about the various reasons for the Underemployment problem in Thoothukudi District could be relied upon.

**Analytical Framework****Student 't' Test**

't' – test is based on 't' – distribution and is considered as an appropriate test for judging the significance of a sample mean or for judging the significant difference between the means of two samples in case of small samples when population variance is not known. In case two samples are related, researcher has used paired 't' test for judging the significance of the means of difference between two related samples. It can also be used for judging the significance of the co-efficient of simple and partial correlations. The relevant test statistic, 't' is calculated from the sample data and then compared with its probable value based on 't' – distribution at a specified level of significance for concerning degrees of freedom for accepting or rejecting the null hypothesis. It may be noted that 't' test applies only in the case of small samples when population variance is unknown. For the purpose of effective research, the researcher has framed and tested the hypothesis.

“There is no significant difference between the favourable and unfavourable opinion of employees towards the various reasons for the Underemployment problem in Thoothukudi District”.

To test the above hypothesis, the researcher has used t-test. The five variances are grouped into two variances. One variance consists of favourable opinion and another variance consists of unfavourable opinion. “Strongly agree” and “agree” come under the heading “favourable” opinion, “disagree” and “strongly disagree” come under the heading “unfavourable” opinion. Table shows the calculation of 't' test statistics.

**1.9.2 OPINION OF THE EMPLOYEES TOWARDS THE REASONS FOR UNDEREMPLOYMENT PROBLEM IN THE STUDY AREA**

An attempt is made to know the various reasons for the Underemployment problem in the study area. The following null hypothesis is framed to test the significant reasons of the study.

**Null Hypothesis**

H<sub>0</sub> “There is no significant difference among the opinions of the Employees regarding the Underemployment Problem in Thoothukudi District”.

TABLE 1.4

Opinion of employees about the Reasons for Underemployment problem in Thoothukudi District – 't' Test

Sl. No.	Opinion	Favourable Opinion (1)	Unfavourable Opinion (2)	D (2) – (1)	d <sup>2</sup>
1.	Poor academic scores	598	21	-577	3,32,929
2.	Over expectation about white collar job	130	253	123	15,129
3.	Less self confidence	119	287	168	28,224
4.	Less family support	43	411	368	1,35,424
5.	Poor education system	251	167	-84	7,056
6.	Community problem	380	144	-236	55,696
7.	Lack of co-ordination between industry and the university	245	95	-150	22,500
8.	Political pressure in employment exchange	64	207	143	20,449
9.	Underemployment of Over qualified employees	187	296	109	11,881
10.	Population Growth	222	158	-64	4,096
11.	Poor Spoken English	70	268	198	39,204
12.	Poor Practical Education system	240	100	-140	19,600
13.	Ignorance in technical knowledge	126	160	34	1,156
14.	Inabilities of Unstable Government	289	134	-155	24,025
15.	Agriculture-a Seasonal employment	458	14	-444	1,97,136
16.	Migration of Other State Employees	196	33	-163	26,569
				Σd = (-870)	Σd <sup>2</sup> = 7,56,900

Source: Computed Primary Data.

$$t = \frac{\bar{d}\sqrt{n}}{S}$$

$$\bar{d} = \frac{\Sigma d}{N} = \frac{-870}{16} = -54.38$$

$$\bar{d} = -54.38$$

$$S = \sqrt{\frac{\Sigma d^2 - n(\bar{d})^2}{n-1}} = \sqrt{\frac{756900 - 16(-54.38)^2}{16-1}}$$

$$= \sqrt{\frac{756900 - 16 \times 2957.18}{15}} = \sqrt{\frac{756900 - 47314.88}{15}}$$

$$= \sqrt{\frac{709585.12}{15}} = \sqrt{47305.67}$$

$$S = 217.50$$

$$t = \frac{54.38\sqrt{16}}{217.50} = \frac{54.38 \times 4}{217.50} = \frac{217.52}{217.50}$$

$$t = 1.0009$$

Table value 't' @ 0.05 = 1.761

As the calculated value of "t" test (1.0009) is less than the table value at 0.05 per cent level of significance, the null hypothesis is accepted. Therefore, it can be concluded that the favourable and unfavourable opinion of Employees regarding the reasons for Underemployment problem in Thoothukudi District do not differ significantly.

### 1.12 FINDINGS

- ❖ Cronbach's Alpha Test concluded that the opinion of the Employees about the reasons for the Unemployment problem in Thoothukudi District could be relied upon.
- ❖ Student 't' test revealed that the favourable and unfavourable opinion of the Employees about the reasons for Unemployment problem in Thoothukudi District do not differ significantly.

### 1.13 SUGGESTIONS

- As agriculture is the principal occupation of the majority of rural population, the government should create alternative opportunities for agricultural workers.
- Modernization and mechanization of agriculture should be done. Wastelands should be utilized. Through which underemployment in agriculture may be eradicate.

- Government should give more concentration towards better and efficient economic planning, Large-scale production and mechanization.
- A careful balance is required between ensuring adequate employment protection for workers while not hindering the required labour mobility, reducing the dynamic efficiency of the economy and restraining job creation.
- On the other hand, firms need to have room for adjusting the level and composition of their workforces to adapt to changing demand conditions and technology.
- Promoting entrepreneurs and the self-employed can provide new sources of employment.
- Action is needed to reduce the gap between knowledge generated in the education system and the skill demands of employers.
- Students should be encouraged and supported to complete their schooling with the essential skills needed to find work.
- Preparing young people for a successful entry into the labour market requires close cooperation between public and private sectors so that education and training can respond quickly to labour market needs and provide suitable opportunities to learn in the workplace.
- Employers need to plan their current and future workforces; young people and workers need to know which skills offer the best job prospects; education providers need to adapt their curricula and ensure they remain relevant; and policy-makers need to ensure they institute the necessary changes in education systems, labour markets and migration policy in a timely fashion.
- The government should open Technical and Vocational colleges and manual labour should be made compulsory. Big factories should be attached to these colleges. More stress is to be given to practical side.
- Investment in heavy and basic industries and consumer goods industries should be increased to provide more employment with more production.

#### 1.14 CONCLUSION

In many emerging economies, underemployment remains stubbornly high with many workers unable to find full-time work and often stuck in low-productive, low-paid informal jobs with little, if any, social protection. Responding to these challenges requires a mutually reinforcing set of policies that are tailored to each country's national circumstances and which seek to, first, strengthen growth and encourage greater job creation and second, tackle structural barriers in the labour market that are preventing individuals from finding productive and rewarding jobs that correspond well with their skills and capacities.

#### REFERENCES

1. [www.investopedia.com](http://www.investopedia.com)
2. [www.corporatefinanceinstitute.com](http://www.corporatefinanceinstitute.com)
3. [www.wikipedia.org/wiki/underemployment](http://www.wikipedia.org/wiki/underemployment)
4. Alok Ray "Underemployment is the problem, not the joblessness" , The Business Line, March 19, 2019.
5. [www.thehindu.com](http://www.thehindu.com)
6. Niti Ayog, "India facing the sever underemployment problem", The Hindu, August 27, 2017.
7. [www.thebusinessline.com](http://www.thebusinessline.com)
8. Arvind Subramaniam. " Where the jobs are: on the unemployment rate", The Hindu, May 19, 2017.
9. Mayesh Vyas, "Surveying India's Unemployment numbers", The Hindu, February 09, 2019
10. [www.study.com](http://www.study.com)