



# A STUDY ON JOB SATISFACTION OF WOMEN WORKERS IN CONSTRUCTION FIELD IN TENKASI DISTRICT

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## ABSTRACT

Construction industry is the backbone of a country as it creates the infrastructure necessary for economic and industrial growth. In India, it employs large number of skilled, semiskilled as well as unskilled workforce due to its huge demand. The workforce employed in the construction industry has to face several hardships at the work since it is one of the hazardous occupations. Women workers are equally employed in this sector especially in unskilled category for sundry and

manual works. Current research on women in the construction industry focuses on engineers and entrepreneurs, but not business women. Therefore, the purpose of this study is to review the literature on businesswomen and conduct local research to determine whether demographic changes affect businesswomen's jobs, salaries, opportunities, supervision, and job satisfaction. These variables include age, education level, number of family members, number of professional years, working hours, and frequency of working outside the local area.

**Keywords:** Concept of Women Workers, Gender Discrimination, Unequal Wages, frequency analysis, likert scale type.

## INTRODUCTION

When you think of a business dominated by men, the first thing that comes to mind is construction. Women make up only 10.3 percent of the total population engaged in construction work. The number of leading women in the workplace is even lower - just one in every 100 employees in the sector. Assuming that 47 per cent of the working population are women, only about 1.25 per cent of women working in the construction sector benefit. There are many factors that explain this huge gender difference, from the unconscious gender to the lack of adequate training, to the overall feelings of the women working in the construction. Despite these obstacles, women are stepping into the industrial sector.

## OBJECTIVES OF THE STUDY

- To study the socio-economic status of sample women construction workers.
- To analyse the job satisfaction of women workers in construction field in Tenkasi District.
- To offer suitable and important suggestions to the Women construction workers based on the findings.

## RESEARCH METHODOLOGY

Research method is a method of solving research problem systematically with reasoning behind them. It can be understood as the science of studying how research is conducted systematically. Different The features of the method adopted in the present study are discussed below:

### ➤ SAMPLE SIZE

The researcher has decided to select a sample size of 100 respondents. This respondents were selected from Tenkasi District only.

### ➤ COLLECTION OF DATA

Both primary and secondary data have been used for the present study. A reconnaissance survey was made of the selected women respondents to get acquainted with their family characteristics, income, expenditure, savings, and empowerment. On the basis of the information gathered, a well designed pretested interview schedule was drafted and used in the field survey to collect primary data.

### ➤ RESEARCH DESIGN

The research design used is exploratory for this study, so as to explore the research questions of the study. The exploratory design helps to clarify dimensions regarding the discrimination faced by women construction workers and useful in getting a better understanding of the problem.

### ➤ RESEARCH PERIOD

Research work is only carried for 3 to 4 weeks.

### ➤ TOOLS FOR DATA COLLECTION

The tool used for data collection is interview schedule; a semi-structured interview method was adopted. A semi structured interview is a set of pre-determined questions which does not follow a formalized rigorous set of questions. It contains open-ended questions designed to gather focused data and allow questions to evolve from the discussions.

## REVIEW OF LITERATURE

Author	Country	Title	Findings
Rai, A. and Sarkar, A. (2012)	West Bengal	Workplace Culture & Status of Women Construction Labourers; A case study in Kolkata	Findings further noticed that despite the prevalence of such harsh and hostile work culture, low level of job satisfaction and unhealthy job relationship, construction industry overwhelmingly attract female labourers next only to agricultural sector
Tiwari, G., Gangopadhy, P.K. (2011)	India	A study on the occupational health and social security of unorganized workers in the construction industry	Female construction workers differ from female workers in most other industries because their work setting is non-traditional

**TABLE NO: 1**  
**FREQUENCY ANALYSIS**

S.No	Age of the Respondents	Number of Respondents	Percentage
1	25-35	40	40
2	35-45	35	35
3	45-50	20	20
<b>Total</b>		<b>100</b>	<b>100</b>
	Marital Status	Number of Respondents	Percentage
1	Married	65	65
2	Un Married	35	35
<b>Total</b>		<b>100</b>	<b>100</b>
	Qualification	Number of Respondents	Percentage
1	Below X	45	45
2	XII	25	25
3	Graduate	15	15
4	Post Graduate	15	15
<b>Total</b>		<b>100</b>	<b>100</b>
	Income	Number of Respondents	Percentage
1	6,000-10,000	45	45
2	10,000-15,000	25	25
3	15,000-25,000	30	30
<b>Total</b>		<b>100</b>	<b>100</b>
	Years of experience	Number of respondents	Percentage
1	25 – 30 years	15	15
2	31 – 40 years	25	25
3	46 – 55 years	45	45
4	Above 56	15	15
<b>Total</b>		<b>100</b>	<b>100</b>

Table 1 indicate the demography of the respondents in terms of their age marital status qualification income year of experience.

- From the above table indicate that out of 100 respondents, 20 respondents are 45-50 years and 35 respondents are above 35-45 years. Hence we conclude that most of 40 respondents are 25-35 years.
- From the above table indicate that out 100 respondents, 65 respondents are married and 35 respondents are unmarried.
- Form the above table mentioned that out 100 respondents, 15 respondents graduate. Other 15 respondents are post graduate. 25 respondents are XII standard. Hence we conclude that most of 55 respondents are X standard.
- From the above table indicate that out 100 respondents, 45 respondents are get a monthly income 6000-10000, 25 respondents get 10000-15000 monthly income. 30 respondents get a monthly income 15000-25000.
- From the above table indicate that out 100 respondents, 15 respondents 25 – 30 years experienced. 25 respondents are 31-45 years experienced. 45 respondents are 46 – 55 years experienced. 15 respondents are more then 55 years experienced.

TABLE NO: 2

## FACTORS INFLUENCING THE JOB SATISFACTION ON WOMEN WORKERS

## LIKERT SCALE – OBSERVED DATA

Particular	Highly Satisfied	Satisfied	No Opinion	Dis Satisfied	Highly Dissatisfied	Total
Job Security	30	40	15	10	5	100
Opportunities for promotion	40	25	20	10	5	100
Correct payment statement	30	20	30	15	10	100
Positive Supervision	55	30	10	5	-	100
Work Environment	45	27	20	6	2	100
Flexible Work Hours	20	25	10	25	20	100
Receive Fringe Benefits	36	45	18	1	-	100
Learning New Things	25	35	20	15	20	100
Recognition	50	20	20	5	10	100

It While applying Likert Type Scale to find out the rank on level of job satisfaction.

## WEIGHTED AVERAGE DATA

Particular	HS	S	No Opinion	DS	HDS	Total	Weigh t	Rank
Job Security	150	160	45	20	10	385	3.85	5
Opportunities for promotion	200	100	60	20	5	385	3.85	5
Correct payment statement	150	80	90	30	10	360	3.60	6
Positive Supervision	275	120	30	10	-	435	4.35	1
Work Environment	225	108	60	12	2	407	4.07	3
Flexible Work Hours	100	100	30	50	20	300	3	7
Receive Fringe Benefits	180	180	54	2	-	416	4.16	2
Learning New Things	125	140	60	30	5	360	3.60	6
Recognition	250	80	60	10	10	410	4.10	4



It is observed from the table that the factors influencing the job satisfaction on women workers. Are ranked from 1-7. Positive supervision got first rank. Receive fringe benefits got the second rank. Work environment got the three. Recognition got the fourth rank. Job security and Opportunities for promotion got the fifth rank. Payment and learning new things got sixth rank. Flexible work hours got the seventh rank.

### **FINDINGS OF THE STUDY:**

1. Majority 40% of the respondents are belong to the age group of 25-35 years.
2. Majority 65% of the respondents are Married.
3. Majority 45% of the respondents are below X Std.
4. Majority 45% of the respondents are earn income between Rs.6,000-10,000.
5. Majority 64% of the respondents are liveing in joint family.
6. Majority 55% of the respondents are want to get a monthly income.

### **CONCLUSION:**

Women are satisfied with the nature of work in construction field but less satisfied with pay and flexible work hours. The study recommends an important in pay and flexible work hours to boost workers productivity organizational performance. More than half of women in research enter construction industry decide based on recommendations from family or friends. Various initiatives including promoting opportunities seminars and seminars for schools and colleges and business there is need to explore the potential of attracting women in the construction industry. Fifty percent the women in this study wanted to leave the construction industry. Due to income take measures to keep women in employment and promote employment.

