



A STUDY ON THE LEVEL OF JOB SATISFACTION OF CONSTRUCTION WORKERS IN KOZHIKODE DISTRICT- KERALA

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ABSTRACT:

This paper describes the level of satisfaction of construction workers in construction sectors in Kozhikode district. A good working condition is necessary for achieving a good labour force. The dimensions such as "Communication with superiors, technical assistance, Assistance in decision making. Delegation of tasks" are used as the variables for this study. The researcher uses knowledge of the theory, empirical research or both, postulates the relationship pattern a priori and then tests the hypothesis statistically. This study indicate that all the four factors considered for this study are closely associated for improvement of the level of satisfaction of workers in this study area.

Key words: construction Industry, construction workers, job satisfaction, working condition.

INTRODUCTION

Construction sectors are the great contributor towards our economic development. Due to globalisation and industrialisation construction industries are rapidly increasing. They are highly labour intensive also, so providing a good labour force is very necessary for every construction sector. The strength of every sector can be assessed by the performance of their workers. This paper identifies and analyse the factors which effect the relationship with superior and the construction workers in Kozhikode District-Kerala.

The current scenario of construction sector workers rely heavily on their supervisors for their task allocation, guidance and support. This will create a positive approach and increase their productivity and effectiveness of construction sector. Superior-workers relation refers to the interactions between organizational leaders and their subordinates and how they work together to achieve personal and organizational goals. Satisfactory relationship is essential for a successful organization because it closes the gap between superior and workers by increasing the levels of trust, support, and the frequency of their interactions.

The categories job satisfaction rewards towards relationship with superiors aspects comprise of relationship with superiors are taken for the study. Relationship with superiors factors that have different number of variable loadings analyses the workers job satisfaction towards Relationship with superiors aspects has been taken to analyse the path wise regression that reveals the job satisfaction perceived based on each variable from all the four factors with regards to job satisfaction of workers based on the Relationship with superiors offered during working time in Kozhikode District.

The dimensions such as “Communication with superiors 2. Technical assistance 3. Assistance in decision making 4. Delegation of tasks”. The variables of each dimension have been detailed below

- 1) **Relationship with superiors:** Communications with superiors the priori taken for analysis is the job satisfaction relationship with superiors such as “Attention paid by superiors to the needs of employees,”.
- 2) **Technical assistance:** The priori taken for analysis is the job satisfaction towards technical assistance are such as “Technical assistance and guidance, supervision and control.
- 3) **Assistance in decision making:** The priori taken for analysis is the job satisfaction towards Assistance in decision making based on facilities are such as “Assistance from superiors in making important decision.
- 4) **Delegation of tasks:** The priori taken for analysis is the job satisfaction towards Delegation of tasks based on facilities are such as “Superiors role in task delegation.

OBJECTIVES OF THE STUDY

1. To assess the satisfaction level of employees in construction industry in study area.
2. To identify the factors that influences the relationship with the superior of construction industry in the study area.

SCOPE OF THE STUDY

1. To identify the factors that affecting the job satisfaction of construction industry.
2. This study helpful to improve the level of job satisfaction of construction workers
3. This study helpful for conducting future research.
4. This study helpful to the organization for identifying the dissatisfaction factors effecting the working condition of the employees.

METHODOLOGY

The Kozhikode district comprises of 2 revenue divisions consisting of 4 Taluks, 12 blocks, 70 panchayat and 118 villages. In this simple random sampling technique has used. A sample of 642 construction workers was selected for this study.

The data used for this study is primary data and secondary data. Primary data collected through structured questionnaire and interview schedule among the various construction industries in Kozhikode District. A total of 750 questionnaires were distributed among them 642 numbers were received. The secondary data have been collected from various text books, Government gazettes, journals, Magazines etc.

The researcher Confirmatory factor analysis is used to test the hypothesis that a relationship between the observed variables and their underlying latent construct(s) exists. The researcher uses knowledge of the theory, empirical research, or both, postulates the relationship pattern a priori and then tests the hypothesis statistically.

HYPOTHESIS

H₀ : There is no significant association job satisfaction towards relationship with superiors among construction workers in Kozhikode district.

DATA ANALYSIS AND INTERPRETATIONS

Table 1 : REGRESSION WEIGHTS SHOWING JOB SATISFACTION TOWARDS CONSTRUCTION ASPECTS

		Factor Loadings			95% Confidence Interval		Z	p.Value	S/NS
Factor	Indicator	Estimate	SE	Lower	Upper				
Communication with Superiors	JOB SATISFACTION → Attention paid by superiors	1.36	0.0379	1.28	1.43	35.8	< .001	S	
Technical Assistance	JOB SATISFACTION → Technical assistance and guidance	1.4	0.0391	1.32	1.48	35.8	< .001	S	
Assistance in decision making	JOB SATISFACTION → Assistance from superiors	1.4	0.0391	1.33	1.48	35.8	< .001	S	
Delegation of tasks	JOB SATISFACTION → Superiors role in task delegation	1.38	0.0385	1.3	1.45	35.8	< .001	S	

[Source: PRIMARY DATA]

INTERPRETATION

The probability of getting a critical ratio is found to be high at Sig.0.000 and the regression weight for communication with Superiors when compared with the **Attention paid by superiors** in the prediction is significant at 0.001 level and the null hypothesis is rejected

The probability of getting a critical ratio is found to be high at Sig.0.000 and the regression weight for Technical Assistance when compared with the **Technical assistance and guidance aspects** in the prediction is significant at 0.001 level and the null hypothesis is rejected

The probability of getting a critical ratio is found to be high at Sig.0.000 and the regression weight for Assistance in Decision making when compared with the **assistance from superiors in** the prediction is significant at 0.001 level and the null hypothesis is rejected.

The probability of getting a critical ratio is found to be high at Sig.0.000 and the regression weight for Delegation of tasks when compared with the **Superiors role in task delegation in** the prediction is significant at 0.001 level and the null hypothesis is rejected.

To sum-up, it is concluded that all the four factors namely, Communication with superiors, Technical assistance, Assistance in decision making and delegation of tasks are closely associated with **Job Satisfaction towards relationship with superiors of construction workers** and found to be significant at 1% level and null hypothesis is rejected.

The model fitness summary explains the level of satisfaction of the customers towards showroom aspects are explained hereunder.

Table .3: MODEL SUMMARY ON SATISFACTION TOWARDS RELATIONSHIP WITH SUPERIORS ASPECTS

Fit Measures									
				RMSEA 90% CI					
CFI	TLI	SRMR	RMSEA	Lower		Upper		AIC	BIC
0.971	0.781	0.052	0.074	0.051		0.087		8644	8706

Test for Exact Fit		
χ^2	df	p
167	25	<0.001

It is observed that the fit indices based on the variables that helps to understand the level of job satisfaction of the relationship with superiors towards construction workers reveals that the fitness of the statistics before conducting the after conducting the modification indices of the subdimension of job characteristics shows Chi-square test = 167, DF = 25, CFI = 0.971, TLI=0.0.781 and RMSEA 0.074 which shows moderate fit and proves that the model have moderate significance with regards to job satisfaction towards relationship with superiors of construction workers in Kozhikode District.

Table 4 : TESTING OF HYPOTHESES : JOB SATISFACTION TOWARDS CONSTRUCTION WORKERS

Hypotheses	Hypothetical Relationship	Result
H₁ : There is no significant association between Relationship with superiors in the prediction of job Satisfaction towards of Communication with superiors of Construction workers.	Rejected	Significant
H₂ : : There is no significant association between Relationship with superiors in the prediction of job Satisfaction towards of Technical assistance of Construction workers..	Rejected	Significant
H₃ : There is no significant association between Relationship with superiors in the prediction of job Satisfaction towards of Assistance in decision making of Construction workers	Rejected	Significant
H₄ : There is no significant association between Relationship with superiors in the prediction of job Satisfaction towards Delegation of tasks of Construction workers	Rejected	Significant

To sum-up, it is concluded that all the four factors are closely associated with **job** Satisfaction towards construction and found to be significant at 1% level and the null hypothesis is rejected.

FINDINGS OF THE STUDY

job satisfaction towards relationship with superiors among construction workers in Kozhikode district.

It is observed that the fit indices based on the variables that helps to understand the level of job satisfaction of the relationship with superiors towards construction workers reveals that the fitness of the statistics before conducting the after conducting the modification indices of the sub-dimension of job characteristics shows Chi-square test = 167, DF = 25, CFI = 0.971, TLI=0.0.781 and RMSEA 0.074 which shows moderate fit and proves that the model have moderate significance with regards to job satisfaction towards relationship with superiors of construction workers in Kozhikode District. The probability of getting a critical ratio is found to be high at Sig.0.000 and the regression weight for communication **with superiors** when compared with the **“Communication with superiors 2. Technical assistance 3. Assistance in decision making 4. Delegation of Task in the prediction is significant at 0.001 level and the null hypothesis is rejected.**

SUGGESTIONS:

This study reveals that job satisfaction of a construction workers are closely related the superior -worker relationship. It will affect the company's performance also. This is shown by the fact the communication with superiors, technical assistance, assistance in decision making, delegation of task is the identified as the variables affecting the job satisfaction of construction workers in the study area. So, to enhance the positive situation and to increase the level of satisfaction the increase of attention and acknowledgement of workers role is very essential. The management should make more efforts to improve the workers relationship with their superiors in the construction sector by making more attractive and by fiving more attention to job satisfaction variables.

CONCLUSION

This research has indicated that relations with superiors can be identified by **Communication with superiors, Technical assistance, Assistance in decision making, Delegation of Task** significantly affect the job satisfaction of Kozhikode District construction workers. Although job satisfaction may not have a direct impact on performance, the management of a construction company can use it as feedback in motivating its employees to achieve good work results. A special attention should be needed for involving all the workers for creating a good relationship with superiors

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