

Job Satisfaction of Women Workers toward MGNREGA

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Paper Received on April 17, 2018, Accepted on May 12, 2018 and Published Online on July 01, 2018

ABSTRACT

Progress of any programme greatly depends on Job Satisfaction of workers in the programme. The present study was conducted in Jaipur District of Rajasthan, to measure job satisfaction level of women workers in MGNREGA. As per objective of the study, information was collected by structured interview schedule. The results of study indicated that women workers more satisfied with staff (81.66 MPS), "Working hours (6 hrs) daily (85.55 MPS)", "Mode of payment (74.44 MPS), "Facility of shade" (76.11 MPS), and "Reputation in family" (78.05 MPS) and least satisfied with "Duration of guaranteed work (100 days)" (60.41 MPS), "Work is as per my physical ability" (61.94 MPS), "Amount of wages (36.11 MPS), "Facility of first aid box" (34.44 MPS) and "Use of leisure time" and "Income generation" (54.72 MPS).

Key words: Job satisfaction; Women worker;

National Rural Employment Guarantee Act (NREGA) was enacted in 2005. The MNREGA provides a legal guarantee for one hundred days' employment in every financial year to any rural household whose adult members are willing to do unskilled manual work at the statutory minimum wage. For the successful implementation of any programme, the job satisfaction of the workers is of paramount importance as it helps in achieving the objectives of the programme. The success of any programme depends upon the satisfaction of the workers. Job satisfaction is the important in your achievement and success on the job. Job satisfaction directly linked to productivity .job satisfaction further improves happiness in your life. (Kaliski, 2007).Satisfaction is not the same as motivation. It is different from them Satisfaction is not the same as motivation of the programme. This is another important ingredient. Job satisfaction is more of an attitude, an internal state. For example, personal feeling of an individual for an achievement, either quantitative or qualitative (Mullins, 2005).

METHODOLOGY

The study was conducted in Dudu panchayat samiti in Jaipur district of Rajasthan. Dudu panchayat samiti

consisted of 57 villages. Out of which 4 villages were selected on the basis of total active women workers. Four villages namely Habaspura, Hirnoda, Naraina and Mozamadad were selected for study. From every selected village, a list of all workers registered in the master roll in MNREGA during last 2 years i.e. 2013-14 and 2014-15 was obtained from the Surpanch. From this list, 30 women workers benefitted through MGNREGA were selected randomly Thus a total of 120 respondents from four villages were selected for the investigation. For analyze the collected information, following statistical tools and methods were used for interpreting the data.

Mean Percent Score (MPS): Mean percent score were obtained by multiplying total obtained score of the respondents by hundred and divided by the maximum obtainable score under each practice. Formula of MPS is given as under:

$$MPS = \frac{\text{Total score obtained by the respondent}}{\text{Maximum obtainable score}} \times 100$$

Standard Deviation (S.D.): The standard deviation measures the absolute dispersion of variability of distribution. Here mean and standard deviation were used for categorization of respondents in to different categories.

$$S. D. = \sqrt{\frac{\sum X_i^2}{N} - \frac{(\sum X_i)^2}{N}}$$

Where,

$\sum X_i^2$ = Sum of squares of the variables

$\sum X_i$ = Sum of values of the variables

N= Number of respondents

Friedman rank test: The Friedman test determines whether the rank totals (R_j) differ significantly. To make this test, the value of a statistic was computed which Friedman denotes as χ_r^2 is distributed approximately as chi-square with $df= k-1$, when

$$\chi_r^2 = \frac{12}{Nk(k+1)} \sum_{j=1}^k (R_j)^2 - 3N(K+1)$$

Where N = number of rows

K= number of columns

$R_j = \sum_{i=1}^k$ = directs one to sum the squares of the sums of ranks over all k conditions

RESULTS AND DISCUSSION

Job satisfaction level of women workers towards MGNREGA programme : The job satisfaction of the women worker was studied under various aspects of job satisfaction classified under following components:

- i) Job satisfaction related to administrative factors
- ii) Job satisfaction related to workload
- iii) Job satisfaction related to wages
- iv) Job satisfaction related to working atmosphere
- v) Job satisfaction related to personal factors

Under each component a no. of statements were framed and responses of the women workers were recorded in highly satisfied, satisfied, not satisfied and scores 3,2,1 were given respectively. On the basis of the total score obtained by each respondent, they were classified into 3 categories “highly satisfied”, “satisfied” and “not satisfied” on the basis of mean (84.47) and standard deviation (10.82) as follows:

Table 1. Distribution of women workers as per overall Job Satisfaction scores (N=120)

Levels of Job Satisfaction	Habaspura	Hirnoda	Nraina	Mozamabad	Total
Highly satisfied (above 95.29 score)	01(03.33)	07(23.33)	02(6.67)	01(3.33)	11(9.16)
Satisfied (73.65 to 95.29 score)	29(96.67)	23(76.67)	23(76.67)	26(86.67)	101(84.17)
Not satisfied (below 73.65 score)	0(0.00)	0(0.00)	5(16.66)	3(10.00)	8(6.67)
Mean	84.86	90.33	82.10	80.30	
SD	2.60	6.65	8.35	5.87	

(Figures in the parentheses indicate percentages)

- (i) The respondents who obtained the job satisfaction score below 73.65 were classified as “not satisfied” with MGNREGA programme.
- (ii) The respondents who obtained the job satisfaction score from 73.65 to 95.29 were categorized as “satisfied” with MGNREGA programme.
- (iii) The respondents who obtained the job satisfaction score more than 95.29 were classified “highly satisfied” with MGNREGA programme.

It is evident from the Table 1 that majority of women workers (84.17%) were “satisfied” with MGNREGA, whereas 6.67 per cent women workers were “not satisfied” and only 9.16 per cent women workers were “highly satisfied” with MGNREGA. Further majority of women showed medium level of satisfaction in all the villages. The Number of women workers having highest satisfaction was maximum in (23.33 %) in village Hirnoda and least (3.33%) in Habaspura and Mozamabad each. This may be due to the reason that the Hirnoda village is the unirrigated and backward area and thus the MGNREGA programme might have been observing in most effective manner in this area. The findings of this study are supported by the findings of *Saini (2008)*, *Mishra et al. (2006)* and *Manjula (2000)*.

Job Satisfaction of women workers towards different components : Job satisfaction perceived by the women workers with MGNREGA programme were grouped in to five major categories viz., job satisfaction related to administrative factors, workload, wages, working atmosphere and personal factors. Component wise job satisfaction of their women workers in presented below.

Administrative factors: Job satisfaction with administrative factor was calculated for individual statement & mean percentage scores were calculated for individual village. The responses were ranked to find out degree of satisfaction of the respondents for each statement. Table 2 shows that workers were more satisfied with the “staff” (81.66MPS), “Ability of the

Table 2. Job satisfaction related to administrative factors (N=120)

Administrative factors		Mean per cent score					Rank
		Habaspura	Hirnoda	Naraina	Mozamabad	Overall	
Concept of the programme in guaranteed job		92.22	76.66	87.77	55.55	78.05	V
Various works undertaken under the programme		80.00	76.66	77.77	61.11	74.44	VII
Procedure to set the job under the scheme		87.77	81.11	85.55	63.33	79.44	IV
Distance of work place (5 km)		61.11	80.00	77.77	38.88	64.44	X
Monitoring of the programme		80.00	92.22	80.00	68.88	80.27	III
Allotment of the job		78.88	78.88	74.44	71.11	75.55	VI
Measurement of the work done		82.22	81.11	70.00	58.88	73.05	IX
Administrative setup		83.33	84.44	77.77	74.44	79.44	IV
Ability of the programme		86.66	81.11	75.55	80.00	81.11	II
Staff		76.66	90.00	75.55	84.44	81.66	I
Duration of guaranteed work (100 days)		40.00	47.77	53.33	56.66	60.41	XI
Provision of unemployment allowance		68.88	80.00	77.77	68.88	73.08	VIII
Total		91.66	89.06	86.66	88.07	85.24	
Fried man	Csqr	52.35	50.4	34.07	48.07		
Rank test	d.f.	2	2	2	2		
	P	<0.0001	<0.0001	<0.0001	<0.0001		

Table 3. Job Satisfaction related to workload (N=120)

Workload		Mean percent score					Rank
		Habaspura	Hirnoda	Naraina	Mozamabad	Overall	
Working hours (6hrs daily)		87.77	87.77	74.44	92.22	85.55	I
Timing of the programme (6 a.m. to 12 a.m.)		85.55	87.77	56.66	88.88	79.22	II
Physical labour involved in the work		64.44	81.11	64.44	91.66	67.58	III
Work is as per my physical ability		90.00	66.66	58.88	93.33	61.94	V
Work is as per my skill & ability		61.11	70.00	60.00	61.11	63.05	IV
Total		60.00	90.76	72.56	91.38	59.62	
Fried man	Csqr	37.72	45.27	37.07	41.27		
Rank test	d.f.	2	2	2	2		
	P	<0.0001	<0.0001	<0.0001	<0.0001		

programme to provide guaranteed job" (81.11MPS), and "Monitoring of the programme" (80.27 MPS). This reflected that the programme is successfully achieving its objectives.

Women were found to be least satisfied with "Duration of guaranteed work (100 days)" (60.41 MPS), "Distance of work place (5 km) from the residence of job card holder" (64.44 MPS), and "Measurement of the work done" (73.05MPS). This may be due to the fact that MGNREGA programme provides only 100 days work employment in one year and remaining period they could not get any better option for the employment that's why they were least satisfied with this programme.

Job satisfaction related to administrative factors were tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Friedman rank non parametric test and found to be significant at 0.05 per cent of

significance.

Work load : Satisfaction of the workers with regards to the work load was assessed on the basis of working hours, timings and the physical labour involved in the programme. The data are presented in Table 3.

The data reveal that the workers were highly satisfied with the "Working hours (6 hrs daily)" (85.55 MPS) and "Timing of the programme (6 a.m. to 12 a.m.)" (79.22 MPS). This may be due to the fact that in other labour work, the working hours are more than MGNREGA. Further the timing 6 a.m. to 12 a.m. are also very suitable due to low temperature during morning and suitability for women as they have to take care of family affairs also along with the job. Women workers were found to be highly dissatisfied with the fact "Work is as per their physical ability" (61.94 MPS). This may be due to the fact that MGNREGA is basically a labour

Table 4. Job Satisfaction related to wages (N=120)

Wages	Mean percent score					Rank
	Habaspura	Hirnoda	Naraina	Mozamabad	Overall	
Amount of wages	53.33	38.88	33.33	36.66	36.11	V
Mode of payment	100.0	71.11	67.77	91.11	74.44	I
Timeliness of the payment	74.44	58.88	66.66	71.11	68.05	II
Ease in getting the payment	73.33	61.11	58.88	66.66	65.27	IV
Measurement of the days	61.11	77.77	65.55	58.88	65.83	III
Total	84.84	76.94	73.05	88.98	77.43	
Fried man	Csqr	45.6	48.75	40.87	31.27	
Rank test	d.f.	2	2	2	2	
	P	<0.0001	<0.0001	<0.0001	<0.0001	

Table 5. Job Satisfaction related to working atmosphere (N=120)

Working atmosphere	Mean percent score					Rank
	Habaspura	Hirnoda	Naraina	Mozamabad	Overall	
Security at work place	70.00	72.22	68.88	42.22	63.05	VII
Drinking water facility	67.77	73.33	71.11	40.00	70.55	V
Facility of shade	66.66	82.22	66.66	67.77	76.11	I
Facility for crèche for children	65.00	53.33	56.66	100.0	41.66	VIII
Facility of tools& equipment required	65.65	68.88	67.77	100.0	67.22	VI
Behavior of workmates	75.55	75.55	70.00	73.33	73.61	III
Behavior of mate/supervisor	74.44	75.55	73.33	77.77	75.29	II
Behavior of villagers	68.88	66.66	70.00	81.11	71.66	IV
Facility of first aid box	100.0	51.66	36.66	100.0	34.44	IX
Total	84.83	86.03	80.31	90.92	86.04	
Fried man	Csqr	42.47	48.75	45.50	40.25	
Rank test	d.f.	2	2	2	2	
	P	<0.0001	<0.0001	<0.0001	<0.0001	

work. Therefore they might be finding it difficult and thus are not satisfied.

Job satisfaction related to workload was tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Friedman rank non parametric test and found to be significant at 0.05 per cent of significance. *Wages* : Satisfaction of the worker with regard to the wages was recorded on the basis of amount of wages, mode of payment and timeliness of the payment in programme. The data are presented in Table 4.

The data reveal that the workers were highly satisfied with the "Mode of payment" (74.44 MPS) and "Timeliness of the payment" (68.05 MPS). This may be due to the fact that wages of women worker was directly deposited in bank account and are not paid cash. Women workers were found to be highly dissatisfied with the "Amount of wages" (36.11 MPS). In MGNREGA they get only Rs.181/day whereas in other labour work they may get up to Rs. 300/day or more which may be the main reason for dissatisfaction

Job satisfaction related to wages were tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Fried man non parametric test and found to be significant at 0.05 per cent of significance.

Working atmosphere : Satisfaction of the workers with regard to the working atmosphere was found out on the basis of security at work place, facility of water, shade, first aid box etc. Table shows that workers were more satisfied with the "facility of shade" (76.11 MPS) and "Behavior of mate/supervisor" (75.29 MPS) followed by "Behavior of workmates" (73.61 MPS). This may be due to the fact that the MGNREGA works are carried out in the morning between 6 a.m. to 12 a.m. and implementing agency provides shades at working site.

Women workers were found to be least satisfied with "Facility of first aid box" (34.44 MPS), "Facility for crèche for children" (41.66 MPS) and "Security at work place" (63.05 MPS). This may be due to the reason that in spite of provision in the programme, such facilities are not made available at the work site. As this is the manual work

Table 6. Job Satisfaction related to personal factors (N=120)

Personal factors	Mean Percent score					Rank
	Habaspura	Hirnoda	Naraina	Mozamabad	Overall	
Sense of achievement.	81.11	78.88	92.22	43.33	73.61	III
Role in decision making in family matters	73.33	77.77	70.00	65.55	71.94	VI
Role in financial matters.	75.55	72.22	75.55	65.55	72.22	V
Sense of security.	75.55	82.22	71.11	44.44	68.33	VII
Reputation in family	73.33	84.44	72.22	82.22	78.05	I
Reputation in village	73.33	78.88	74.44	76.66	75.55	II
Motivation received from the official.	71.11	77.77	70.00	70.00	72.22	V
Motivation received from family members	73.33	77.77	64.44	76.66	73.05	IV
Use of leisure time	47.77	63.33	68.33	62.22	54.72	VIII
Income generation	65.00	64.44	76.66	61.11	54.72	VIII
Total	79.35	90.93	82.40	80.97	80.12	
Fried man Csqr	52.32	45.42	42.24	40.52		
Rank test d.f.	2	2	2	2		
P	<0.0001	<0.0001	<0.0001	<0.0001		

there is every possibility of injury. Job satisfaction related to working atmosphere was tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Friedman non parametric test and found to be significant at 0.05 per cent of significance (Table 5).

Personal factors : Satisfaction of the workers with regards to the personal factors was recorded on the basis of sense of achievement, role in family matters, financial matters, reputation in family and village etc. (Table 6)

The data revealed that the workers were highly satisfied with the "Reputation in family" (78.05 MPS), "Reputation in village" (75.55 MPS), and "Sense of achievement" (73.61 MPS). This may be due to the fact MGNREGA is a source of employment and source of income for the family. Women workers were found least satisfied with "Use of leisure time" (54.72 MPS), "Income generation" (54.72 MPS and "Sense of security" (68.33 MPS). May be because the programme is providing only

100 days employment which is not sufficient, so there is no sense of security.

Job satisfaction related to personal factors were tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Friedman non parametric test and found to be significant at 0.05 per cent of significance.

CONCLUSION

The study clearly showed that the Majority of the women workers (84.17%) were from satisfied with MGNREGA. Women workers were found to be highly satisfied with the "Staff", "working hours (6 hrs) daily", and "mode of payment", "facility of shade" and "Reputation in family. On the other hand least satisfied with "Duration of guaranteed work (100 days)", "work is as per my physical", "Amount of wages", "Facility of first aid box" and "use of leisure time", "Income generation" by women worker respectively

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