

Job satisfaction of women workers employed in agro-based and allied industries

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Abstract

The present study was to access the extent of satisfaction of women workers employed in Agro-based and Allied industries. The sample of respondents for these studies consisted of 560 women workers employed in 59 Agro-based and 28 Allied sector based business units. A systematic sampling procedure was adopted to select the required number of the sample. A self-constructed questionnaire and interview schedule was prepared by the investigator in order to access the level of job satisfaction among the women workers who were employed in agro and allied industries. The results revealed that the posture while working, hours of duty, overtime obligations, compensation for overtime and leave are highly significant in relation to job satisfaction.

Keywords: Satisfaction, Women Workers, Employed, Agro-based, Allied Industries

1. Introduction

The women have achieved immense development in service sector; many entrepreneurial opportunities spatially for women have been created where they can excel their skills with maintaining balance in their life. Accordingly during last two decades, increasing numbers of India women have entered the field of entrepreneurship and also they are gradually changing the face of business of today both literally and figuratively. But still they have not capitalized their potential in India the way it should be as women have a unique position in every society. Real development cannot take place if it bypasses women who not only represent one half of our country's population but also kennels around which society's revolution take place.

The employment of women in agro based industries can be seen as a step in the direction of economic independence and indirectly leading to their social upliftment thus empowering women both economically and socially. Economic independence results in empowering women to make decisions on their own or resist decisions that are made by other which affect them. The extent of possession and decision making of various power resources like personal wealth skill, education, information and capabilities for mobilisation indicates the economic and social empowerment. But there is need to relate whether the economic and social empowerment is resultant of the impact of their employment.

The Indian economy is predominately rural and agriculture oriented. Majority of the people in our country are those living below poverty line and earn their livelihood from agriculture and other related activities. According to 2005 World Bank estimate, 42 per cent of the Indians falls below poverty line. Of \$ 1.25 per day (Purchasing power parity (PPP), in normal terms is Rs. 21.6 per day in urban areas and Rs. 14.3 in rural areas). Despite India being one of the fastest growing economies of the world, it is home to cover a third of the world's

poor people. Even after 62 years of independence, the country has not shown expected progress in Industrial sector especially agro based industry. Still there are nearly 1 billion inhabitants; an estimated 260.3 million are in urban areas. It is widely realized the agro-based industries are essential ways for the attainment of national objectives, spatially poverty alleviation and economic development in the rural areas.

The state of Jammu and Kashmir produced 5456 quintals of rice in 2012-2013, 4646 quintals of wheat and 5123 quintals of maize during 2012-2013. However the state is a leader in the production of apple, which constitutes 57% of the country's total production at 1170306 metric tonnes per annum in 2014-15. It is the 6th largest producer of walnut in the world and stands first in the country in the production of walnut, accounting for 92% of the production at 181443 metric tonnes in 2014-15. The state produces 59721 metric tonnes of pears, 16537 metric tonnes of almond, 15381 metric tones of apricot, and 9530 metric tonnes of cherries (2014-2015) (Anonymous, 2015).

Kashmir's economy is mainly agro –based and being the leader in the production of apple, walnut, apricot, nuts, pears, almond, plum, cherries and saffron it has enormous potential for food processing and agro-based industries (excluding conventional grinding/extraction units). These include value addition of Fruits and vegetables. The need to identify and encourage industry based on locally available raw materials is evident. The educated unemployed groups do not actively participate in agriculture and look towards manufacturing and services sector for earning their livelihood.

Greater sensitivity to the gendered effects of poverty and the needs of both women and men can reduce gender differences in access to and control over resources, and ultimately increase the welfare of women and children. If designated with a view toward improving women's education, skill and health, safety net programs can

combine short-term development of women’s capabilities (Adato and Feldman, 2001) [1].

In both Epthiopia and India, women work mostly in the informal labor markets and in agriculture. These bear economic risks and shocks, and yet, with few exceptions, have no protection from the legal frame work. Where they work for wages, they have no work security, little or no access to social security or assistance, frequently negative. They are harassed by officials for bribes when

hawking petty goods without licenses or collecting raw products from protected forests. (Gopal, 2001) [8].

1.1 Selection of industrial units

Since the industrial sector in the valley of Kashmir is still in infancy so it was thought prudent to select the available industrial units from all below named Districts randomly.

The details about the industrial units from Agro-based and Allied sector from the valley of Kashmir are given as under:-

Table 1

S. No.	District	No. of Agro-Based Units Covered	No. of Allied industrial units covered
1.	Anantnag	10	01
2.	Pulwama	03	01
3.	Kulgam	02	00
4.	Shopian	00	01
5.	Budgam	04	04
6.	Srinagar	15	06
7.	Ganderbal	05	00
8.	Baramulla	13	07
9.	Bandipora	04	00
10.	Kupwara	02	00
Total		59	28

1.2 Selection of respondents

The sample of respondents for these studies consisted of 560 women workers employed in 59 Agro-based and 28 Allied sector based business units. A systematic sampling procedure was adopted to select the required number of the sample.

The owners of each such industrial unit were also interviewed to gather the background information of these units in order to study the future prospects of employment of women workers.

2. Results

Table 2: Satisfaction level in job related work (Agro-based)

Job Related Work (Agro based)	Age (in years)					
	18-30 yrs		31-42 yrs		42 & above yrs	
	N	%age	N	%age	N	%age
Type of job						
Fully Satisfied	189	68.0%	80	85.1%	20	87.0%
Somewhat Satisfied	86	30.9%	14	14.9%	3	13.0%
Not Satisfied	3	1.1%	0	0.0%	0	0.0%
Total	278	100.0%	94	100.0%	23	100.0%
Work load						
Fully Satisfied	174	62.6%	70	74.5%	16	69.6%
Somewhat Satisfied	46	16.5%	11	11.7%	6	26.1%
Not Satisfied	58	20.9%	13	13.8%	1	4.3%
Total	278	100.0%	94	100.0%	23	100.0%
Posture while working						
Fully Satisfied	149	53.6%	70	74.5%	16	69.6%
Somewhat Satisfied	64	23.0%	14	14.9%	3	13.0%
Not Satisfied	65	23.4%	10	10.6%	4	17.4%
Total	278	100.0%	94	100.0%	23	100.0%
Hours of duty						
Fully Satisfied	151	54.3%	70	74.5%	16	69.6%
Somewhat Satisfied	56	20.1%	11	11.7%	5	21.7%
Not Satisfied	71	25.5%	13	13.8%	2	8.7%
Total	278	100.0%	94	100.0%	23	100.0%
Over time/ obligations						
Fully Satisfied	129	46.4%	67	71.3%	7	30.4%
Somewhat Satisfied	70	25.2%	5	5.3%	14	60.9%
Not Satisfied	79	28.4%	22	23.4%	2	8.7%
Total	278	100.0%	94	100.0%	23	100.0%
Compensation for overtime						

Fully Satisfied	141	50.7%	70	74.5%	7	30.4%
Somewhat Satisfied	65	23.4%	5	5.3%	12	52.2%
Not Satisfied	72	25.9%	19	20.2%	4	17.4%
Total	278	100.0%	94	100.0%	23	100.0%
Leave						
Fully Satisfied	144	51.8%	66	70.2%	7	30.4%
Somewhat Satisfied	65	23.4%	9	9.6%	12	52.2%
Not Satisfied	69	24.8%	19	20.2%	4	17.4%
Total	278	100.0%	94	100.0%	23	100.0%

Table 3: Satisfaction level in job related work (Allied-based)

Job Related Work (Allied Based)	Age (in years)					
	18-30 yrs		31-42 yrs		42 & above yrs	
	N	%age	N	%age	N	%age
Type of job						
Fully Satisfied	55	45.5%	16	53.3%	13	92.9%
Somewhat Satisfied	66	54.5%	14	46.7%	1	7.1%
Not Satisfied	0	0.0%	0	0.0%	0	0.0%
Total	121	100.0%	30	100.0%	14	100.0%
Work load						
Fully Satisfied	62	51.2%	14	46.7%	13	92.9%
Somewhat Satisfied	59	48.8%	16	53.3%	1	7.1%
Not Satisfied	0	0.0%	0	0.0%	0	0.0%
Total	121	100.0%	30	100.0%	14	100.0%
Posture While Working						
Fully Satisfied	72	59.5%	18	60.0%	12	85.7%
Somewhat Satisfied	49	40.5%	12	40.0%	2	14.3%
Not Satisfied	0	0.0%	0	0.0%	0	0.0%
Total	121	100.0%	30	100.0%	14	100.0%
Hours of duty						
Fully Satisfied	101	83.5%	24	80.0%	14	100.0%
Somewhat Satisfied	20	16.5%	6	20.0%	0	0.0%
Not Satisfied	0	0.0%	0	0.0%	0	0.0%
Total	121	100.0%	30	100.0%	14	100.0%
Over time/ obligations						
Fully Satisfied	44	36.4%	7	23.3%	8	57.1%
Somewhat Satisfied	25	20.7%	6	20.0%	5	35.7%
Not Satisfied	52	43.0%	17	56.7%	1	7.1%
Total	121	100.0%	30	100.0%	14	100.0%
Compensation for overtime						
Fully Satisfied	44	36.4%	7	23.3%	8	57.1%
Somewhat Satisfied	37	30.6%	8	26.7%	5	35.7%
Not Satisfied	40	33.1%	15	50.0%	1	7.1%
Total	121	100.0%	30	100.0%	14	100.0%
Leave						
Fully Satisfied	62	51.2%	10	33.3%	12	85.7%
Somewhat Satisfied	36	29.8%	8	26.7%	1	7.1%
Not Satisfied	23	19.0%	12	40.0%	1	7.1%
Total	121	100.0%	30	100.0%	14	100.0%

3. Discussion and conclusion

1. Job Related Work

As per data given 73.2 percent of women belonging to three age groups in Agro-sector are fully satisfied with the job they perform as against 50.9 percent in Allied sector. Similarly 26.1 percent in Agro-sector representing three age groups are satisfied to an extent with their job as compared to 49.1 percent in Allied sector. 0.8 percent in Agro sector representing all the three age groups are not satisfied with their jobs as compared to Allied sector were no respondent is unsatisfied. Thus the data is indicative of the fact that majority of women workers representing three age groups of 18-30 yrs, 31-42 years and 42 years and above are fully satisfied with their jobs

they perform whether in Agro sector or Allied sector. Besides a reasonable percentage of 50.9 percent in Agro and 49.1 percent in Allied sector are satisfied to some extent which is also a positive indicator. Just 0.8 percent is not satisfied with their jobs in Agro sector only which is negligible. However efforts need to be taken in both the sectors to increase the level of satisfaction among the workers more so in Allied sector.

2. Work Load

Women workers representing three age groups in Agro sector are fully satisfied with a percentage of 65.8 percent with this kind of activity as compared to 53.9 percent in Allied sector. Again 15.9 percent in Agro

sector and 46.1 percent in Allied sector are also satisfied with this kind of activity though to an extent. 18.2 percent in Agro and zero percent in Allied sector are not satisfied with this activity. The result of the data reveals that maximum number of women workers representing two sectors and three age groups are fully satisfied with the activity of their jobs. A reasonable percentage of women workers are also somewhat satisfied with this activity while as very small percentage of 18.2 percent in Agro-sector are not satisfied. So efforts need to be taken by both the sectors to improve upon the satisfaction level of workers whether in enhancement of their salaries or improving upon their basic facilities they provide. This would contribute towards the motivational level of employees to work with more interest.

3. Posture While Working

It was found that 59.5 percent in Agro-sector and 61.8 percent in Allied sector of workers are fully satisfied with the requirement of their jobs related postures while working; 20.5 percent in Agro and 38.2 percent in Allied sector are somewhat satisfied with the activity linked with their jobs; While as 20 percent in Agro-sector are not satisfied with this kind of activity. Thus the data reveals that more women are satisfied in both the sectors though the level of satisfaction is more in Allied sector than Agro-sector which probably could be requirement of their jobs were such postures are but necessary. 20 percent of workers in Agro sector seem not satisfied which needs to be addressed at industrial unit level individually there could be individual factors involved for such dis-satisfaction which needs to be analyzed and rectified to improve upon the existing level of satisfaction in the Agro sector.

4. Hours of Duty

60 percent in Agro sector and 84 percent in Allied sector are fully satisfied with the working hours, whereas 18.2 percent in Agro and 15.8 percent in Allied are somewhat satisfied with the working hours. But a reasonable percentage of 21.8 percent in Agro sector is not satisfied with their working hours. Thus the data reveals that more workers in Allied sector are satisfied with the working hours as compared to Agro-sector, which indicates that facilities and environment in Allied sector are more conducive as compared to Agro-sector. Satisfaction to some extent in both the sectors is almost similar but again it is less in Allied sector than Agro- sector. Not satisfied level or percentage of dissatisfaction is more in Agro-sector than Allied sector where dissatisfaction is zero percent. Efforts need to be taken more in Agro-sector to improve upon satisfaction level of workers.

5. Over-Time Obligations

51.4 percent in Agro sector and 35 percent in Allied sector are fully satisfied with overtime obligations whereas 22.5 percent in Agro and 21.8 percent in Allied are somewhat satisfied with overtime offer. Alarming percentage of 42.4 percent in Allied sector and 26.1 percent in Agro sector are not satisfied with over time obligations. Thus the data indicates that more workers are fully satisfied with over-time obligations in Agro-sector

than Allied Sector whereas 42.4 percent is not satisfied with the overtime obligations. Allied sector needs to analyze the factors leading to dissatisfaction level among the workers in order to improve upon satisfaction level to the advantage of an industrial unit. The dissatisfaction level in Agro-sector is again on higher side which needs to be addressed.

6. Compensation for Overtime

The study shows that 55.2 percent of workers in agro-sector and 35.8 percent in Allied sector are fully satisfied with the compensation against overtime while as 20.8 percent in Agro and 30.3 percent in Allied sector are somewhat satisfied with such compensation. 33.9 percent in Allied sector and 24.1 percent in Agro sector are not satisfied with the compensation against overtime. Thus the majority of workers in Agro-sector are fully satisfied as compared to Allied sector. Again in Allied sector a sizeable percentage of women are not satisfied with the compensation for overtime when it should have not been so because Allied sector needs to engage more workers against compensation to improve upon their turn-over/production. In Allied sector nature of jobs is different as compared to Agri sector for which engaging of more workers could improve upon their production level. The compensation for overtime needs review and rethought to make it more attractive for the workers. Refer Table No (2) and Table (3).

7. Leave

In Agro sector 54.9 percent of workers are fully satisfied with the arrangement of leave as compared to Allied sector where it is 50.9 percent 27.3 percent in Allied sector and 21.8 percent in Agro-sector are somewhat satisfied with the leave arrangements while as 23.3 percent in Agro and 21.8 percent in Allied sector are not satisfied with the leave arrangements. Though half of the respondents in both the sectors are fully satisfied for leave arrangement yet the 'Not satisfied' level in both the sectors is similar. This means that half of the workers in both the sectors representing three age groups are not satisfied fully with the leave arrangements. Thus it can tell upon the overall performance of any unit in any sector because the discontentment among the workers could harm the units badly. Therefore the leave arrangements in both the sectors require revisit to the advantage of unit's overall performance.

3.1 Level of Significance

The analysis of tables reveals that the posture while working, hours of duty, overtime obligations, compensation for overtime, leave are highly significant in relation to job satisfaction at 0.00 levels, whereas the satisfaction in relation to type of job is significant at 0.01 levels.

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