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JOB SATISFACTION AND SURVIVAL OF IMMIGRANT EMPLOYEES WITH REFERENCE TO TIRUPUR**DR. K. BRINDHA****HEAD****DEPARTMENT OF B.COM (PA)****DR. SNS RAJALAKSHMI COLLEGE OF ARTS & SCIENCE (AUTONOMOUS)
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COIMBATORE****ABSTRACT**

Job satisfaction is the major base to have a good organizational climate. Employees job satisfaction is the major tool that yields the organization higher productivity. The main objective of this paper is to evaluate the job satisfaction of immigrant employees and the influence of age-group, material status with job satisfaction. The result indicate that marital status has found significant influence on the level of job satisfaction by the immigrant employees.

KEYWORDS

productivity, job satisfaction, marital status, immigrant employees.

1.1 INTRODUCTION

Employee satisfaction and retention have always been important issues in an organization. Job satisfaction has been made a top priority as satisfied employees tend to be more productive, creative and committed to their employers, and it is found that there is a direct correlation between staff satisfaction and productive capacity. Logically a happy employee is a “better” employee, which is often defined as a “more productive” employee. Willa M. Bruce and J. Walton Blackburn explain, “Managers and workers alike pursue job satisfaction in the often naive belief that it leads directly and surely to that other workplace ideal – high performance.

One important facet of study on population is the study of migration arising out of various social, economic or political reasons. For a large country like India, the study of movement of population in different parts of the country helps in understanding the dynamics of the society better. At this junction in the economic development, in the country, especially when many states are undergoing faster economic development, particularly in areas, such as, manufacturing, information technology or service sectors, data migration profile of population has become more important. When a person is enumerated in census at a different place than his / her place of birth, she / he is considered a migrant. This may be due to marriage, which is the most common reason for migration among females-or for work, what is the case as generally among males, etc. It also happens that many return to their place of birth after staying out. To capture such movements of population census, collect information on migration by last helps to understand the current migration scenario better. In India, as per census 2001, about 307 million people have been reported as migration by place of birth. Out of them about 259 million (84.2%), migrated from one part of the state to another, i.e., from one village or town to another village or town. 42 million (2%) from outside the country. The data on migration by last residence in India as per Census 2001 shows that the total number of migrants has been 314 million. Out of these migrants by last residence, 268 million (85%) has been intra-state migrants, those who migrated from one are of the state to another. 41 million (13%) were interstate migrants and 5.1 million (1.6%) migrated from outside of the country. There are various reasons for migration as per information collected in Census 2001 for migration by last residence. Most of the female migrants have cited ‘Marriage’ as the reason for migration, especially when the migration is within the state. For males, the major reasons for migration are ‘work/employment’ and ‘education’.

1.2 RELATED WORKS

Wang, Xiaoyun (2005) investigates the work adjustment and job satisfaction of Filipino immigrants in Canada to explore the impact of self-efficacy and perceived social support from different sources, such as other immigrant coworkers, Canadian-born coworkers and management. The sample is composed of 142 Filipino immigrant employees. The results show that Filipino immigrant employees' work adjustment is significantly correlated with self-efficacy and perceived support from peer immigrants and Canadian-borns, while job satisfaction correlates with support from Canadian-born coworkers and management only, and not with perceived support from peer immigrants and self-efficacy. Whereas Filipino immigrant employees reported greater support from other immigrant coworkers, this source of support was not found to have any significantly higher correlation with work adjustment. The support from management, however, was found to have a significantly higher correlation with Filipino immigrant employees' job satisfaction than other sources.

Lu, Ying (2011) studied 214 professional immigrants born in mainland China was undertaken to examine their adaptation into the Australian workplace. It investigates the predictors of acculturation strategy selection including language proficiency, education experience in the host country, work-related experience outside the home country, and social support at work. Cluster analysis showed that professional Chinese immigrants have a predominant preference to maintain their home culture while logistic regression revealed that a model combining higher levels of English proficiency and social support at work predicted higher levels of acculturation. Findings also revealed that social support at work is the better indicator of acculturation among this immigrant group. The article concludes with practical implications for organizations and managers.

1.3 STATEMENT OF PROBLEM

Tirupur is a city in the South Indian state of Tamil Nadu, 47 km (29 miles) from Coimbatore. It is also known as “knitwear capital” of India. It has spurred up the textile industry in India for the past three decades. It contributes to a huge amount of foreign exchange in India. The city being enriched as a knitwear capital of India, exports Rs. 120 billion worth of goods. Netaji Apparel Park has 53 companies manufacturing knitwear for exports. Each unit will be a model to answer the requirements of international standards in all aspects. In addition to investment of INR 920 million on infrastructure and factory buildings about INR 3 billion is being invested on machinery. The NAP presently provides employment to 15,000 people and generates export revenue of Rs. 15 billion from the apparels produced in it. There are nearly about 3000 sewing units, 1326 knitting units, 730 dyeing units and other ancillary units. Some of the world's largest retailers including C&A, Switcher SA, Walmart, Primark, Oviessie, Switcher, Polo Ralph Lauren, Diesel, Tommy Hilfiger, M&S, FILA, H&M, Reebok import textiles and clothing from Tirupur. Majority of the workers are immigrant from pan Tamil Nadu and some extent of workers are immigrant from pan India. Job satisfaction is the major base to have a good organizational climate. Employee's job satisfaction is the major tool that yields the organization higher productivity. Mainly in case of organizations that are purely based on human labour and their performance job satisfaction plays a major role. The relationship between the personnel working in the organization, the relationship with the management, satisfaction towards the job in which the employees work, the remuneration paid for it and utilization of the respondent's

talents, appreciation of their efforts and job security determines the job satisfaction of the respondents. This made to study on job satisfaction and security of immigrant employees with special reference to Tirupur.

1.4 RESULTS AND DISCUSSION

The main objective of this paper is to determine the job satisfaction of immigrant employees in garment industry, Tirupur. It is also bringing out the job description, job satisfaction and job security of the employees. Totally 80 immigrant employees were identified and collected their opinion regarding job satisfaction.

TABLE 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS

Age	Nos.	Percent
Below 20 years	21	26.25%
21-30 years	53	66.25%
31-40 years	5	6.25%
41-50 years	1	1.25%
Above 50 years	0	0.00%
Marital status	Nos.	Percent
Married	39	48.75%
Unmarried	41	51.25%
Educational qualification	Nos.	Percent
School Level	22	27.50%
Diploma level	31	38.75%
Under graduate	17	21.25%
Post graduate	5	6.25%
Professional	3	3.75%
Others	2	2.50%
Experience in Garment Industry	Nos.	Percent
Less than 1 year	29	36.25%
1 to 3 years	44	55.00%
3 to 5 years	3	3.75%
Above 5 years	4	5.00%
Nature of Work	Nos.	Percent
Contract worker	15	18.75%
Temporary worker	42	52.50%
Permanent worker	7	8.75%
Others(specify)	16	20.00%

It is observed from the table 1 that 66% of the respondents were between 21-30 yrs of age group, 26% of them were below 20 yrs of age group, 6% of the respondents were between 31-40 yrs of age group, and 1% of the respondent was between 41-50 yrs of age group. 51% of the respondents were unmarried, and 49% of the respondents were married. 39% of the respondents were diploma holders, 28% of the respondents were completed school level, 21% of the respondents were Under Graduates, 6% of the respondents were Post Graduates, 4% of the respondents were Professionals, and 3% of the respondents were completed other studies. 55% of the respondents were having 1-3yrs of experience with garment industry, 36% of the respondents were having less than 1yr of experience, 5% of the respondents were having above 5yrs of experience, and 4% of the respondents were having 3-5yrs of experience. 53% of the respondents' were working temporarily in this company, 20% of them were working with other category, 19% of the respondents' were contract workers, and 9% of the respondents' were permanent worker.

TABLE 2: PLACE OF ORIGIN – FROM WHERE IMMIGRATED TO TIRUPUR

From where Immigrate to Tirupur?	Nos.	Percent
Nepal	8	10.00%
Rajasthan	35	43.75%
Madhya Pradesh	6	7.50%
Bihar	3	3.75%
Orissa	10	12.50%
Kerala	7	8.75%
Uttar Pradesh	2	2.50%
Karnataka	2	2.50%
Andhra Pradesh	7	8.75%
Total	80	100.00%

It is observed from the table 2 that 44% of the respondents were immigrant from Rajasthan, 13% of the respondents were immigrant from Orissa, 10% of the labours were immigrant from Nepal, 9% of the respondents were immigrant from Andhra Pradesh, and Kerela, 8% of the respondents were immigrant from Madhya Pradesh, 4% of the employees were immigrant from Bihar, and 3% of the respondents were immigrant from Uttar Pradesh, and Karnataka.

The table 3 shows the reason for immigration, 53% of the respondents were immigrated for neutral disaster reason, 25% of them were immigrated for economic prospect, 14% of the employees were immigrated for by escaping conflict, and 9% of the respondents were immigrated for family re-unification.

TABLE 3: REASON FOR IMMIGRATION

Reason for immigration	Nos.	Percent
Escaping conflict	11	13.75%
Natural disaster	42	52.50%
Family re-unification	7	8.75%
Economic prospect	20	25.00%
Others	0	0.00%
Total	80	100.00%

TABLE 4: RESPONDENT'S OPINION REGARDING JOB SATISFACTION

Job Satisfaction	Nos.	Percent
Highly Satisfied	23	28.75%
Satisfied	44	55.00%
Neutral	2	2.50%
Dissatisfied	4	5.00%
Highly Dissatisfied	7	8.75%
Total	80	100.00%

The table 4 shows that 55% of the respondents were satisfied with their current job, 29% of them were highly satisfied, 9% of them were highly dissatisfied, 5% of them were dissatisfied and 3% of the respondents were neutrally satisfied with their current job.

The main objective of this paper is to evaluate the job satisfaction of immigrant employees and the influence of age group, marital status with job satisfaction. The following table shows the chi-square analysis between age, marital status and job satisfaction of the immigrant employees.

H₀: Age and marital status have no significant influence on the level of satisfaction in job by the immigrant employees.

H₁: Age and marital status have significant influence on the level of satisfaction in job by the immigrant employees.

TABLE 5: CHI-SQUARE – AGE & MARITAL STATUS VERSUS JOB SATISFACTION

Demographic Profile	Chi-Square Value	df	p-value	S / NS
Age group	17.838	12	0.121	NS
Marital Status	12.721	4	0.013	S

$P \leq 0.05$ is significant

It is observed from the above table that chi-square analysis was performed between age group, marital status of the respondents and level of satisfaction towards job by immigrant employees. The calculated Pearson chi-square value of age group is 17.838, degree of freedom is 12 and its p-value is 0.121. Similarly, the marital status has found the chi-square value 12.721 and its p-value 0.013. This analysis is tested at 5% level of significance. It is noticed from the result that marital status group's p-value is less than the level of significance; hence the null hypothesis is rejected. It is concluded that marital status has found significant influence on the level of job satisfaction by the immigrant employees.

1.5 CONCLUSION

Job satisfaction of an employee can be measured by means of the opinion of the respondents towards his job description, the interpersonal relationship that is prevalent in the organization and the feeling of job security by the respondents in the organization he works. This study is intended to analyze the job satisfaction and survival of immigrant employees specially working in garment industries in Tirupur. Further, this research also explores the adaptability and the problems of immigrant employees. This research is very essential to discovery lifestyle of immigrant employees and it may be helpful to Government for designing the policy and protection of immigrant employees.

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