

A Study of Job Satisfaction on Construction workers at Chennai

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Abstract:

Employees are the life blood of every business. Employees' job satisfaction is important in all Organization. Construction Industries are very much depend on employees. Construction Industries have many risk as comparing to other Organization. So employees' satisfaction is very important in construction Organization. Satisfied men only give maximum output and avoids risk and accident. The purpose of the study is to examine the Job satisfaction level of construction workers at Chennai. Data were collected from 300 construction employees in various construction organization. The study found that 84% of construction workers are satisfied in their work. The construction workers are highly satisfied with the Pay and benefits but they are low level of satisfaction in respect and decision making process

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Introduction:

Construction is a high hazard industry that comprises a wide range of activities involving construction, alteration and/or repair. Construction workers engage in many activities that may expose them to serious hazards, such as falling from rooftops, unguarded machinery, being struck by heavy construction equipment, electrocutions, silica dust, and asbestos.

Approximately 10,000 cardiac arrests occur at work. Due to the physical demands of the job, construction workers are seen to be at a higher risk of experiencing a sudden cardiac arrest.

In 2016, construction workers experienced 21 percent of all fatal accidents as well as an injury rate 71 percent above the average rate for all other occupations, despite the fact that construction workers in the United States represented less than 8 percent of the American workforce during this time. So Construction workers job satisfaction is important one.

Review of literature:

1. Mohammadmoinul(2013) investigates the Job satisfaction level of the banking industry. The study found that Pay and working condition are the most influencing variables in framing Job satisfaction of bankers.

2.Wael S.Zaraket(2017) investigates the impact of financial rewards on Job satisfaction and employee performance of the blue scholar employees in the construction contracting and printing Industries in Lebanon.Data was collected from 250 employees. The study found that a significant relationship between financial rewards and Job satisfaction and furthermore,Job satisfaction bears positive relationship on employee performance.

3.K.Nigama(2018) investigates the job satisfaction among school teachers .Data was collected from 50 government school teachers and 50 private school teachers. The study found that there is no significant difference in the Job satisfaction of private and government school teachers with respect to gender.

4.M.Shaju(2016) investigates the relationship between Job satisfaction and Job performance in the automobile Industries employees in Punjab.The study found that the existence of a positive correlation between the dimensions of Job satisfaction and performance of employees

5.Jitendra Kumarsingh (2013) investigates the impact of Job satisfaction and performance of employees. The study found that Job satisfaction increases employees' performance level.

Definition of Job satisfaction:

Different authors have different approaches towards defining job satisfaction. Some of the most commonly cited definitions on job satisfaction are analysed in the text that follows. Hoppock defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job

(Hoppock, 1935). According to this approach although job satisfaction is under the influence of many external factors, it remains something internal that has to do with the way how the employee feels. That is job satisfaction presents a set of factors that cause a feeling of satisfaction.

Vroom in his definition on job satisfaction focuses on the role of the employee in the workplace. Thus he defines job satisfaction as affective orientations on the part of individuals

toward work roles which they are presently occupying (Vroom, 1964). One of the most often cited definitions on job satisfaction is the one given by Spector according to whom job satisfaction has to do with the way how people feel about their job and its various aspects. It has to do with the extent to which people like or dislike their job. That's why job satisfaction and job dissatisfaction can appear in any given work situation.

Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Meanwhile, when a worker employed in a business organization, brings with it the needs, desires and experiences which determinates expectations that he has dismissed. Job satisfaction represents the extent to which expectations are and match the real awards. Job satisfaction is closely linked to that individual's behaviour in the work place (Davis et al., 1985).

Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfilment (Kaliski, 2007).

Job satisfaction can be defined also as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation (Statt, 2004).

The term job satisfactions refers to the attitudes and feelings people have about their work. Positive and favourable attitudes towards the job indicate job satisfaction. Negative and unfavourable attitudes towards the job indicate job dissatisfaction (Armstrong, 2006).

Job satisfaction is the collection of feeling and beliefs that people have about their current job. People's levels of degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. In addition to having attitudes

about their jobs as a whole. People also can have attitudes about various aspects of their jobs such as the kind of work they do, their co-workers, supervisors or subordinates and their pay (George et.al .2008).

Objectives of the study:

1.To examine the Job satisfaction level of construction workers

2.To examine the level of Job satisfaction of working environment, workers role,respect pay and benefits

Data analysis:

Overall job satisfaction of construction workers

Satisfaction level	frequency	percentage	Cumulative
Strongly dissatisfied	7.5	2.5	2.5
Dis satisfied	21	7.0	9.5
Neither dissatisfied nor satisfied	42	14.0	23.5
satisfied	181.5	60.5	84.0
Strongly satisfied	48	16.0	100.0
Total	300	100	

Table 1

Table 1 Shows frequency of overall job satisfaction of the construction workers. It represents 60.5% respondents are satisfied on their job. Only 10% respondents responded as

dissatisfied which is little alarming for any industry? On the other hand, 16% scored as strongly satisfied on their jobs. 14% responses show neither satisfied nor dissatisfied.

Table 2 shows the mean and standard deviation of job satisfaction factors of construction workers

S.no	Job satisfaction dimensions	Mean	Standard deviation	Standard error
1.	Job nature	3.60	0.977	0.069
2.	Work environment	3.65	1.011	0.072
3.	Relationship with immediate supervisor	3.66	0.792	0.056
4.	Pay and Benefits	3.88	0.900	0.064
5.	Respect	3.34	1.105	0.078
6.	Decision making process	3.44	0.939	0.066
7.	Management policy	3.72	0.924	0.065
8.	Job status and security	3.76	1.091	0.077
	Overall satisfaction	3.80	0.878	0.062

Table 2

Table 2 shows the mean, standard deviation and Standard Error of eight job related variables that were asked it seems that respondents are satisfied withtheir job. The mean for all variables is above 3.30 where 3.1 to 4 represent as satisfied range. The overall job satisfaction is 3.80 which is fair enough. A relatively small standard errors ranging from 0.056 to 0.078 indicate that the sample mean of different job related variables is Very close to those of the population means

Findings of the study:

1.The study found that 60.5% of workers are satisfied with their jobs

2. The study found that the workers are mostly satisfied with the pay and benefits which is 3.88 mean value

3. The study found that the workers are satisfied in low level in respect and Decision making which is 3.34 and 3.44 mean value.

Suggestions of the study:

1. The workers are satisfied in low level in respect and decision making process the employers give respect to their workers
2. The study suggest the owners of construction industries, If you implement workers participation in management techniques It will increase the respect level and communication and productivity of workers.

Conclusion:

In this study we have examined the job satisfaction level of construction Industries workers at Chennai. The study found that 60.5% of works are satisfied with their job and the workers are highly satisfied with pay and benefits. And they are satisfied in lower level in respect and decision making process. We suggest the construction Industries in India please implement workers participation in management techniques it will improve the Job satisfaction level Productivity, Organizational Justice, Industrial relations, communication level and Organizational citizenship behaviour

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