

A Study On The Job Satisfaction Among Tea Plantation Women Workers in Wayanad District

Abdul Rafeeqe AK, Ph.D Research Scholar, Department of Commerce,
Sri Krishna Arts and Science College, Coimbatore.

Dr. N. Sumathy, Research Supervisor and Professor, Department of Commerce,
Kumaraguru College of Liberal Arts and Science, Coimbatore.

Abstract

Most of the Tea plantation women workers are illiterate. Some of them are totally illiterate and some only know 3 R's i.e. Reading, Writings and Simple arithmetic. They don't know the government rules and regulations as well as working conditions. They are very ignorant about market conditions as well as ups and downs in their wage rates. As they are scattered in nature they are totally helpless in pursuit of their common interest.

Ignorance and illiteracy are the prime obstacles in the progress of working women. Objectives of the study, to study the work environment of tea plantation women employees in Wyanad district of Kerala. Methodology of the study, Multi stage sampling. The entire Kerala state was divided into district wise and samples were obtained from the known population of women employees belonging to tea plantation women workers based on the method of cluster and from every tea estates the samples were drawn through random basis in a disproportionate method. Totally 370 respondents, respondents are Tea plantation women workers. Both Primary and Secondary Data have been collected. Primary data collected through a structured questionnaire with suitable scaling. Suggested this study, the tea plantation management must arrange small travelling facilities within the tea gardens. It will help the employees to reach their work place without burden. Because most of the tea plantations are located in hilly regions. Tea plantation management should arrange adequate sanitary facilities within the garden.

Keywords: work environment, educational qualification, wage structure etc.,

INTRODUCTION

Tea is considered as one of the most popular and low cost beverage in the world (Hicks, 2009). The history of tea in India began in Assam during late 1930s by the British. It started after the discovery in 1823 by Robert Bruce and Maniram Dewan in the hilly regions of Assam (Magar & Kar, 2016). The major tea producing states in India are Assam, West Bengal, Tamil Nadu and Kerala (Indian Tea Association, 2018). The other states also contributes substantial share of tea in the country. Tea industry in Kerala is the backbone of the agricultural sector of the state (Kurian, 2013). Wayand and Idukki are the major tea producing districts in Kerala. Tea industry in India is one of the most foreign exchange earner

as well as one of the most employment generators in the country, because the nature of industry needs continuous supply of work force. The Indian tea industry provides employment opportunity to large number of people in rural and urban areas directly and indirectly. Major portion of the tea plantation labourers in India are still women. Women workers being an important part of the labour force engaged in the plantation industry in India (Chalam, 2009). The working condition of tea plantation employees are regulated by the Plantation labour Act 1951. As per this law the employer must provide their employee to medical, housing, sickness and other welfare measures. The study analyses the working condition of tea plantation workers in Wayand district of Kerala state.

2. REVIEW OF LITERATURE

Palmer (1986) probed the working conditions of Nysland tea estate. The author found that wage structure and working conditions were not attractive. Due to this the tea plantations faced the problem of labour shortage. It caused to the failure of the industry.

Majumder & Roy (2012) illustrated the socio economic conditions of tea plantation workers in Bangladesh. The study analyses the variables of income, living conditions, working conditions, health and safety etc. of the tea plantation workers. The study stated that working conditions such as wage rate, working hours and leave facilities, physical and social working conditions etc. of an employee affected the productivity of the workers.

Joseph (2012) identified the problems of tea plantation industry in Kerala. The study found that the workers were dissatisfied with their working conditions such as long distance working place, lack of resting place and latrine facilities at work place etc. The literatures show that the employees in tea plantations were not in good position. The plantation management was not to provide adequate facilities to the employees. In this condition the study focused on the working condition of tea plantation employees in Wayanad district of Kerala state.

STATEMENT OF THE PROBLEM

National Commission on Labour (1966-69) has defined unorganized labour as those who have not been able to organize themselves in pursuit of common objectives on account of constraints like casual nature of employment, ignorance and illiteracy, small and scattered size of establishments and position of power enjoyed by employers because of nature of industry. The unorganized sector has no such clear cut employer - employee relationships and lacks most forms of social protection. Having no fixed employer, these workers are casual, contractual, migrant, home based, own-account workers who attempt to earn a living from whatever meager assets and skills they possess. The unorganized sector is characterized by the presence of factors viz. long hours of work, wage discrimination of men and women, lack of job security, no minimum wages, lack of minimum facilities at work place, illtreatment, heavy physical work and sexual exploitation etc.

OBJECTIVES OF THE STUDY

To study the work environment of tea plantation women employees in Wyanad district of Kerala.

HYPOTHESIS OF THE STUDY

H01(g): Work environment does not differ with the average score.

RESEARCH METHODOLOGY

Item	Description
Research Design	Descriptive and Conclusive in Nature
Type of Population	Women employees employed in tea plantation women workers in Wayanad at Kerala
Population Source List	Obtained from the various tea estates records, pay roll etc.,
Sample source	Derived from the population source of selected tea plantation in Wayanad at Kerala.
Sampling Unit	Women employees working in Tea plantation estates.
Sampling Method	Multi stage sampling. The entire Kerala state was divided into district wise and samples were obtained from the known population of women employees belonging to tea plantation women workers based on the method of cluster and from every tea estates the samples were drawn through random basis in a disproportionate method.
Sample Size	370
Sampling Plan	Tea plantation women workers
Sources of Data	Both Primary and Secondary Data
Sources of Primary Data	Obtained from the respondents of women employees from tea estates through structured questionnaire
Sources of Secondary Data	Gathered from the previous studies, government related gazette, census and periodicals
Nature of Questionnaire	A structured questionnaire with suitable scaling
Types of Questions	Open ended, closed ended, itemized ranking and Likert scale
Pre testing	The questionnaire was pre tested for its validity and reliability among the selected respondents, opinion leaders who are actively presenting in the industry. Based on their opinion some of the modifications were drawn and restructured questionnaire

	was used for the survey purpose
Testing of validity	Was done to check the content, criteria validity
Testing of Reliability	Cronbach alpha value (0.710 or 71%)
Statistical tools used	Descriptive statistics, ANOVA

ANALYSIS AND INTERPATRATION

TABLE NO.1

JOB SATISFACTION FACTORS OF WOMEN WORKERS WAYANAD DISTRICT

work environment factors	Sum	Mean	Std. Deviation
The working hours are comfortable	1296	3.50	1.092
The work load is excessive	1245	3.36	1.108
The rest intervals are adequate	1299	3.51	1.131
Adequate facilities are provided to attend my job	1172	3.16	1.022
The work place is free from dust, noise pollution and there is proper lighting / ventilation.	1096	2.96	1.098

Source: Primary Data.

From the table shows that, 3.50 mean score of working hours are comfortable, 3.36 mean score of work load is excessive, 3.51 mean score of rest intervals are adequate, 3.16 mean score of adequate facilities are provided to attend my job and 2.96 mean score of work place is free from dust, noise pollution and there is proper lighting /ventilation.

TABLE NO.2
VARIOUS ATTRIBUTES INFLUENCE THE WORK ENVIRONMENT ON THE OVERALL
JOB SATISFACTION OF WOMEN WORKERS AT TEA PLANTATION

Null Hypothesis (H0) The work environment scores do not differ based on the low, medium and high groups overall job satisfaction of respondents.

PERSONAL FACTORS		N	Mean	SD	F.VAL LUE	P.VAL UE	S/NS	REMARK S
AGE	LOW<12.47	111	3.92	1.02	12.776	0.04*	S	Rejected
	MEDIUM 12.48 – 20.54	144	3.72	0.94				
	HIGH> 20.55	115	3.62	0.98				
MARITAL STATUS	LOW<12.47	111	1.95	0.40	12.532	.001**	S	Rejected
	MEDIUM 12.48 – 20.54	144	1.83	0.42				
	HIGH> 20.55	115	1.87	0.45				
NO. OF CHILDREN	LOW<12.47	111	2.85	0.96	3.380	.035**	S	Rejected
	MEDIUM 12.48 – 20.54	144	2.76	0.79				
	HIGH> 20.55	115	2.57	0.79				
EDUCATIONAL STATUS	LOW<12.47	111	2.19	1.09	3.543	.030*	S	Rejected
	MEDIUM 12.48 – 20.54	144	1.93	0.92				
	HIGH> 20.55	115	1.85	1.00				
MONTHLY INCOME	LOW<12.47	111	2.41	0.76	5.910	.003**	S	Rejected
	MEDIUM 12.48 – 20.54	144	2.19	0.61				
	HIGH> 20.55	115	2.10	0.68				
NATURE OF WORK	LOW<12.47	111	1.37	0.48	10.830	.000**	S	Rejected
	MEDIUM 12.48 – 20.54	144	1.20	0.40				
	HIGH> 20.55	115	1.12	0.33				
YEARS OF SERVICE	LOW<12.47	111	3.01	1.41	11.176	.010*	S	Rejected
	MEDIUM 12.48 – 20.54	144	2.74	1.34				
	HIGH> 20.55	115	2.80	1.51				
ACCOMMODATION	LOW<12.47	111	1.95	0.99	11.803	.006**	S	Rejected
	MEDIUM 12.48 – 20.54	144	1.72	0.95				
	HIGH> 20.55	115	1.80	0.96				
STANDARD OF LIVING	LOW<12.47	111	2.68	0.87	11.181	.008**	S	Rejected
	MEDIUM 12.48 – 20.54	144	2.52	0.89				
	HIGH> 20.55	115	2.66	1.03				

** - Significant at 1% level . * - Significant at 5% level .

It is noted from the above that the p value less than 0.05 the above hypothesis is rejected i.e. there is significant association between the selected socio demographic profile of the respondents and their work environment. It may be inferred that there is a relationship between work environment objectives of the respondents and their Socio-demographic variables like Age, Marital status, Educational qualification, Monthly income, Nature of work, Year of service, Accommodation and standard of living. In otherwords a particular age group has a particular work environment objective or a particular educational group has a particular work environment objective. It may be concluded that a particular socio-demographic variable is related to a particular work environment. It may be inferred that work environment objectives differ from one individual to another individual on the basis of their Age, Marital Status, Educational qualification, Monthly Income etc.,

SUGGESTIONS OF THE STUDY

Based on the findings, the study suggested some measures for improving the working conditions of the respondents.

The tea plantation management must arrange small travelling facilities within the tea gardens. It will help the employees to reach their work place without burden. Because most of the tea plantations are located in hilly regions. Tea plantation management should arrange adequate sanitary facilities within the garden.

The management should take steps to reduce work overburden and work pressure. Provide advanced machineries to the employees to reduce the work over burden of the workers and also provide adequate counselling facilities to the workers for reducing the mental stress due to work and personal problems.

Majority of the respondents perceive the high level of social factor that means they facing some social problems in the work place. It is because of temporary work, social exploitation and poverty. The higher superiors can give equal support to the women workers and increment in their everyday wages.

They also face a little bit problems in psychological factor because of work stress. They can also be relaxed by chatting with their family or going out at week end. To reduce the work stress in the work place, they can also work by listening songs or singing songs etc.

It will reduce the stress in the work place; Increment in the everyday wages will also reduce the economical problems of the respondents. The superiors and co workers can motivate the women workers in the workplace to reduce the problem faced by the women workers in the tea plantation.

CONCLUSION

Tea plantation industry is one of the major livelihoods for the peoples in Wayanad district. So sustainability of the industry depends on the productivity of the workers. It can be achieved through providing better working environment and adequate labour welfare measures. But the study found that most of the employees are disagreeing with the statements of employees are getting proper working condition at their work place. So the tea plantation management should take adequate measures for improving the working environment of their employees. In order to improve the work environment of women workers in tea plantation industry, the women workers should be paid sufficient and adequate salary and ensured periodical increment. The women environment in tea plantation industry should be provided with healthy work environment and they should spent some time for their colleagues in order to strengthen inter personal relationship among them. The women workers should provide opportunities to learn new skills and develop new ideas. The women workers in tea plantation industry should develop the sense of one community and extent even outside the work place and they should be provided job security.

References

1. Hicks, A. (2009). *Current status and future development of global tea production and tea products*. *Au J.T*, 12 (4), 251-264.
2. *Indian Tea Association (2014), Tea growing regions provided by ITA*, Retrieved on June 11 from <http://www.teaboard.gov.in/> *International Journal of Management Studies* ISSN(Print) 2249-0302 ISSN (Online)2231-2528
3. <http://www.researchersworld.com/ijms/> Vol.-V, Issue -4(2), October 2018 [106] Joseph, M. (2011).
4. *Problems and prospects of tea plantation industry in Kerala (thesis)*, Cochin University of Science and Technology. Cochin, Kerala.
5. Kurian, K.J. (2013). *Generation of surplus in plantation sector in Kerala and its appropriation: A study with reference to rubber growers(thesis)*. Mahathma Gandhi University, Kottayam.
6. Magar, C. K., & Kar, B. K. (2016). *Tea Plantations and Socio-Cultural Transformation: The Case of Assam (India)*.
7. *Space and Culture, India*, 4(1), 25-39. Majumder, S. C., & Roy, S.C. (2012). *Socio economic conditions of tea plantation workers in Bangladesh: A case study on Sremongal*. *Indian journal of applied research*, 1(10), 37-40
8. Palmer, R. (1986). *Working conditions and worker responses on Nyasaland tea estates, 1930-1953*. *The journal of African history*, 27(01), 105-126. Panwar (2017). *Living conditions of tea plantation workers*. *Interntational Jouranl of Advance research and Development*, 2(8), 4-8.