

A Study on Job satisfaction of Migrant Employees in Textile Industry, Tirupur.**Author:1**

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Abstract

This research investigates the job satisfaction levels of migrant workers within the textile sector of Tirupur, a prominent garment manufacturing center in India. Migrant laborers are essential to this industry; however, they encounter various difficulties, including extended working hours, inadequate wages, substandard living conditions, and insufficient social security. The objective of this study is to pinpoint the primary factors that affect their job satisfaction, such as the work environment, wage systems, job security, and social integration. A mixed-methods strategy, incorporating both surveys and interviews, was employed to collect data from migrant workers in different textile establishments. The results reveal that while consistent income and job opportunities have a positive impact, issues such as language barriers, limited career advancement, cultural obstacles, and poor living conditions contribute to dissatisfaction. The findings highlight the necessity for policy interventions aimed at enhancing worker welfare. Improving job satisfaction may result in increased productivity and better employee retention. This study offers valuable insights for employers, policymakers, and labor organizations.

Keywords: Employees, migrant, organisation, job satisfaction and working environment.

Introduction

The textile sector in Tirupur, a significant city located in Tamil Nadu, India, is vital to the nation's economy. Referred to as the "Knitwear Capital of India," Tirupur hosts a robust garment manufacturing industry that heavily depends on migrant labor. The workforce in this sector is predominantly composed of migrant workers from nearby states such as Bihar, Odisha, West Bengal, and Uttar Pradesh. These individuals are often attracted to the area due to job availability, comparatively higher wages, and the expansion of the garment export market.

Nevertheless, the job satisfaction of migrant workers within the textile industry is a multifaceted issue influenced by various factors, including working conditions, remuneration, job security, and social integration. Although the economic advantages are clear, numerous migrant workers encounter difficulties such as extended working hours, inadequate wages, job instability, and substandard living conditions. Additionally, challenges like language barriers, cultural disparities, and insufficient social security can exacerbate feelings of isolation and dissatisfaction among these laborers.

In spite of these obstacles, certain elements of their employment can foster job satisfaction, including the capacity to remit money to their families and opportunities for skill enhancement. It is essential to comprehend the factors that affect job satisfaction among migrant workers to improve labor conditions, enhance productivity, and ensure better retention rates in the textile

industry. This research intends to investigate the various elements that contribute to job satisfaction, with a particular emphasis on the migrant workforce in Tirupur's textile sector.

Reviews Literature

Wasaf Inayatand Muhammad Jahanzeb Khan,(2021), their research illuminated the relationship between Job Satisfaction and its impact on the Performance of Employees in Private Sector Organizations in Peshawar, Pakistan. To achieve this, a sample of one hundred and eighty employees was chosen from various private organizations in Peshawar. An equal number of employees were randomly selected from three distinct types of organizations, namely hospitals, banks, and universities. Initially, the reliability statistics for both instruments were computed to assess the significance of the scales. The study's findings indicated a significant correlation between the type of occupation and job satisfaction. Furthermore, a positive relationship between job satisfaction and employee performance was also established. Consequently, the study concludes that employees who are satisfied tend to perform better than their dissatisfied counterparts, thereby playing a crucial role in enhancing the performance of their organizations.

Szymon T. Dziuba,Manuela Ingaldiand Marina Zhuravskaya(2020), their research showed the relationship between "Employees' job satisfaction and their work performance as factors influencing work safety." The objective of the paper was to evaluate employees' job satisfaction and their work performance through a straightforward survey. To accomplish this goal, a survey was administered to employees of a selected metallurgical company, who were requested to evaluate their level of job satisfaction. The employees articulated their job satisfaction by responding to 20 statements that described this satisfaction and assessed three factors utilized to calculate the satisfaction index. The survey facilitated the identification of the overall level of employee satisfaction. However, the survey was relatively lengthy, which may have led some respondents to experience boredom and complete it without genuine engagement or randomly. The research was conducted in collaboration with the management of the research enterprise, which could potentially affect the results, as the employees were aware that the findings would be shared with management, possibly leading to concerns about providing honest answers.

Ikechukwu Emmanuel Irabor, Ugo Chuks Okolie(2019) their research concentrated on the job satisfaction of employees and its impact on their retention. The aim of this paper was to identify the factors that influence employees' job satisfaction. It sought to assess the relationship between job satisfaction and employee retention while offering recommendations for improving retention rates. This study advocates for management to consistently foster an environment that safeguards employees' health and safety while reducing stress levels. Cultivating a culture of trust is essential, achieved by being transparent with employees, treating them equitably and consistently, honoring commitments, and demonstrating a readiness to consider employees' feedback during consultation and participation processes. Additionally, enhancing employee engagement—defined as the alignment of employees with their roles—can be accomplished through job design initiatives aimed at increasing overall job satisfaction.

Neeraj Kumari(2011), her research focused on various dimensions of job satisfaction, including culture, leadership communication, commitment, job content, training, rewards and recognition opportunities, teamwork, superior-subordinate relationships, and delegation, specifically at the Badarpur Thermal Power Station, NTPC Ltd. This study is descriptive in nature and employs both surveys and inquiries. The data collection methods utilized include questionnaires, interviews, and observations. A random sampling design was implemented, with a sample of 125 employees selected from a study population of 248. Secondary data was obtained from the company's manuals, employee handbook, websites, and other sources. The research was conducted over a span of two months. Data analysis was performed using SPSS software, which indicated the satisfaction levels across various parameters. Overall, the findings revealed that employees were generally satisfied with their current jobs; however, it is recommended that further measures be taken to enhance job satisfaction levels.

Scope of the study

The textile sector in Tirupur relies significantly on migrant labor to fulfill its production requirements; however, the levels of job satisfaction among these workers are largely unexamined and frequently neglected. Migrant workers often face a multitude of challenges, such as insufficient wages, extended working hours, lack of job security, poor housing conditions, and restricted access to social and health services. Moreover, cultural and language barriers further alienate them from both the local community and their integration into the workplace. In spite of their crucial role in the industry's expansion, there exists a considerable gap in comprehending how these factors affect their overall job satisfaction. Thus, the research problem centers on identifying and evaluating the primary factors that determine job satisfaction among migrant workers in the textile industry of Tirupur, as well as how these factors influence their productivity, well-being, and long-term job commitment. Tackling this issue is vital for fostering a more sustainable and inclusive labour environment in one of India's key industrial centers.

Objectives of the study

- To identify the Socio-economic factors of the migrant employees in textile industry.
- To find out reasons for migration of employees.
- To examine the problems faced by migrant employees.
- To study the job satisfaction level of migrant employees.
- To offer valid suggestions.

Research Methodology

A research methodology refers to a systematic framework of models, procedures, and techniques employed to ascertain the outcomes of a research problem.

Research Design

The researcher has implemented a descriptive research approach, selected with specific objectives in mind, leading to definitive conclusions. This study aims to investigate the job satisfaction levels of migrant workers in the Textile Industry of Tirupur.

Source of Data

The descriptive research design was employed, and convenience sampling was utilized to facilitate the study. Primary data refers to the information collected directly by the researcher for a specific inquiry, characterized by its originality. The primary data was gathered through a structured questionnaire. A questionnaire serves as a research tool comprising a series of questions designed to collect information from respondents. A field survey was conducted over a span of 30 days in the city of Tirupur.

Sampling Design

This research employed a Convenience sampling method. Convenience sampling is a non-probability sampling approach in which participants are chosen based on their easy accessibility and closeness to the researcher. In this instance, the researcher utilized a structured questionnaire to gather data from consumers. The Likert five-point scale was employed to enable individuals to indicate the extent of their agreement or disagreement with specific statements.

Sampling Size

The researcher gathered information from two hundred migrant employees currently working in the Textile Industry in Tirupur for this study.

Data Analysis Techniques

Following data collection, suitable tools and techniques were applied for data analysis. The study utilized percentage analysis, weighted average score to interpret the findings.

Limitations of the study

The accuracy of the data are affect by the bias.

Data Analysis and Interpretation**Socio-Economic Factors of the Migrant Employees****Table No.1**

Socio-Economic Factors		No. of Respondents	Percentage
Age Group	Below 25 years	74	37
	26-30 years	103	51
	31-35 years	23	12
Gender	Male	96	48
	Female	104	52
Marital status	Married	128	64
	Unmarried	72	36
Monthly income	Below Rs.10,000	108	54
	Rs.10.001-20,000	91	45
	Above Rs. 20,000	1	1
Education Level	School levels	91	45
	Graduates	18	10
	Diploma	8	5
	Illiterate	83	40
Working experience	1 year and below	152	76
	2- 4 years	46	23
	Above 4 years	2	1
Native state	Uttarkhand	29	14
	Odisha	40	20
	Assam	48	24
	Bihar	49	25
	West Bengal	34	17
Total		200	100

Source: Primary Data

The survey data (TableNo.1) reveals that a majority of respondents are young, with 88% under 30 years old, and come from low-income backgrounds, as 54% earn below Rs. 10,000. Gender representation is fairly balanced, with 52% female and 48% male. A significant portion of respondents (64%) are married, reflecting a more settled demographic. Educationally, most individuals have completed only school-level education (45%), with 40% being illiterate, indicating a lack of formal education. Most respondents (76%) have less than a year of work experience, highlighting that they are early in their careers. Geographically, the respondents are primarily from Bihar (25%), Assam (24%), and Odisha (20%), suggesting that the survey captures a diverse regional sample. Overall, the data shows a population that is young, with limited education and experience, and faces economic challenges.

Reasons for the Migrant Employees**Table No.2**

Reason for Migration	No. of Respondent	Percentage
Poverty	121	60
Low wages	55	28
Lack of employment	24	12
Total	200	100

Source: Primary Data

The Table No.2 presents the reasons for migration and their respective frequencies among 200 respondents. The most common reason for migration, cited by 60% of the respondents, is poverty, indicating that financial hardship is a significant driver for relocation. Low wages were

the second most prevalent reason, with 28% of respondents mentioning it, highlighting the role of inadequate income in prompting migration. The least cited reason, mentioned by 12% of respondents, was lack of employment, suggesting that job scarcity plays a smaller, yet still important, role in migration decisions. Overall, the data shows that economic factors, particularly poverty and low wages, are the primary motivators for migration among the respondents.

Problems faced by the Migrant Employees

Table No.3

Problems	Weighted Average Score	Rank
Language	4.775	1
Work satisfaction	4.045	2
High cost of living	3.71	4
Away from relative	3.835	3
Poor living conditions	3.045	5
Health issues	2.925	6
Provisions	2.84	7
Nature of work	1.86	10
Job promotion	2.77	8
Finding shelter	2.635	9

Source: Primary Data

The Table No. 3 presents a ranking of various problems based on their weighted average scores, highlighting the most pressing issues faced by individuals. Language barriers emerge as the most significant challenge (4.775), indicating major difficulties in communication and integration. This is followed by concerns related to work satisfaction (4.045) and being away from relatives (3.835), reflecting emotional and psychological stress. High cost of living (3.71) and poor living conditions (3.045) also rank high, suggesting financial and environmental struggles. Health issues and inadequate provisions are moderate concerns, while job promotion, finding shelter, and especially the nature of work (1.86) are perceived as less critical. Overall, the data emphasizes that personal, emotional, and economic challenges outweigh professional concerns in importance.

Respondents Opinion about working hours

Table No.4

Working Hours	No. of Respondents	Percentage
Love them	4	2
They're okay	94	47
Would like a change	101	50
Really dislike them	1	1
Total	200	100

Source: Primary Data

Table No.4 shows respondents' opinions on their working hours. Half of the respondents (50%) indicated they would like a change, suggesting dissatisfaction or a desire for better work-life balance. Nearly as many (47%) felt their working hours were acceptable, while only a small minority expressed strong opinions—2% loved their hours and just 1% really disliked them. This

suggests that while most are not entirely unhappy, many see room for improvement in their work schedules.

Results of the study

The survey findings show that the majority of respondents are young, with 88% aged below 30, and largely come from lower-income brackets, as 54% earn less than Rs. 10,000.

There is a near equal gender split (48% male, 52% female), and 64% are married, indicating a more settled demographic. Educationally, most respondents have only completed school (45%), and a significant portion (40%) is illiterate, which highlights educational challenges.

The majority (76%) have less than a year of work experience, pointing to an early-career group with limited professional exposure. Geographically, respondents are primarily from Bihar (25%), Assam (24%), and Odisha (20%), indicating diverse regional representation in the sample. Overall, the data suggests a young, economically disadvantaged group with limited education and work experience.

The study reveals that economic hardship, particularly poverty and low wages, is the main driver of migration among respondents. Language barriers, lack of job satisfaction, and social isolation are identified as the most significant challenges faced post-migration. Additionally, while nearly half of the respondents find their working hours acceptable, a substantial portion would prefer changes, indicating a general desire for improved working conditions and work-life balance.

Recommendations and Conclusion

To address these issues, targeted interventions such as skill development programs, language and communication training, better job matching, and improved workplace support systems are essential. Policies should also focus on providing basic amenities, fair wages, and social integration support to improve the quality of life for migrants.

The study concludes that migration is largely driven by economic hardship, affecting a young, low-income, and undereducated population with limited work experience. Post-migration, migrants face key challenges such as language barriers, emotional stress, and dissatisfaction with work conditions.

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