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## SATISFACTION LEVEL OF CONSTRUCTION WORKERS TOWARDS THEIR WAGES BASED ON AGE FACTOR

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### ABSTRACT:

The purpose of the present study is to analyze the level of satisfaction of construction workers towards their wages based on age factor in Kanyakumari District. To achieve the purpose of the study, the total of 383 sample will represent the whole universe i.e. 2,18,763 construction workers in Kanyakumari District. The data were collected for the study by judgmental sampling method. In the light of the specific objective set, all information and data were collected from the sample respondents through direct personal interviews employing structured interview schedule. Frequency analysis and Chi-square test were applied for analyzing the level of satisfaction of construction workers towards their wages based on age factor in Kanyakumari District. The primary data collected were analyzed by using Statistical Package for Social Sciences (SPSS 21). The study reveals that maximum number of construction workers has medium level of satisfaction towards their wages and next maximum number of construction workers has low level of satisfaction. Minimum number of construction workers is there with high level of satisfaction towards their wages. The study proved the significant relationship between the age and their level of satisfaction of the construction workers towards the wages paid by the employers in the study area. The government has to take necessary action for increasing the wages enough for construction workers. And, the government and the policy makers have to consider the age factor of the construction workers when fix the wages for them.



**KEYWORDS:** Age; Construction Workers; Judgmental Sampling; Kanyakumari District; Satisfaction Level.

### INTRODUCTION :

Satisfaction level of an employee describes how content an individual is with his or her job. The happier employees are within their job, the more satisfied they are said to be. Satisfaction level is not the same as motivation, although it is clearly linked

(Parvin and Kabir, 2011). Job design aims to enhance satisfaction level and performance; methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and

autonomous work groups. Satisfaction is a very important attribute which is frequently measured by organizations (Okpara, 1996). Employee satisfaction may arise from a number of sources including a high level of wages. A significant portion of job satisfaction often comes just

from the sheer fact of being employed. The wages provided by the organization should be adequate so that employees are satisfied and motivated and finally it will reflect on the performance of their work. The efficiency wage theory predicts that higher levels of wages lead to higher levels of productivity by employees (Weaver, (1974).

So there is no doubt that salary and compensation are super important to keep the smile hovering about on an employee's face. Decent pays, with ample benefits, have almost always managed to keep workers whistling a happy tune. But as logical as the question of salaries, and its sufficiency may sound, a mind boggling fact is that that is not all that needs to meet ones' job satisfaction criteria. Money may bring that smile, the first of every month, but it is not what sustains that grin (Rafiq, M. Javed, M. Khan, M. and Ahmed, M., 2012).

### **STATEMENT OF THE PROBLEM**

The socio-economic conditions of the construction workers are not satisfactory since the cost of living has risen considerably and has risen their wages are not raising in commensurate with the cost of living. Therefore, they live in poor houses, and cannot provide higher education to their children. Moreover, this sector does not provide regular employment to them. Such workers are engaged in construction activity on contract basis (Oduro-Owusu, 2010). Therefore, the nature of employment is temporary and they have to move from one place to another or even change their contractors for employment. As far as the researcher knows, no empirical study has been conducted to explore the dimensions of wages for which construction workers are satisfied or dissatisfied based on age factor. There is, therefore, the need to empirically access and analyze the phenomenon in order to provide direction for policy makers and managerial strategy. Against this background the present study is made an attempt to study the level of satisfaction of construction workers towards their wages based on age factor in Kanyakumari District.

### **OBJECTIVES OF THE STUDY**

The main objective of the study is to analyze the level of satisfaction of construction workers towards their wages based on age factor in Kanyakumari District. To achieve the main objective of the study, the following specific objectives were framed.

1. To investigate the level of satisfaction of construction workers towards their wages across the age factor
2. To offer suitable suggestions on the basis of the findings of the study.

### **RESEARCH METHODOLOGY**

The descriptive type of research was adopted in the present study. To achieve the purpose of the study, the total of 383 sample will represent the whole universe i.e. 2,18,763 construction workers in Kanyakumari District. The data were collected for the study by Judgmental sampling method. In the light of the specific objective set, all information and data were collected from the sample respondents through direct personal interviews employing structured interview schedule. The primary data were collected for four months from January 2019 to May 2019. Frequency analysis and Chi-square test were applied for analyzing the level of satisfaction across the age factor respectively. The primary data collected were analyzed by using Statistical Package for Social Sciences (SPSS 21).

### **ANALYSIS AND RESEARCH FINDINGS**

#### **Age and their Level of Satisfaction**

Age is one of the important socio-economic variables in determining the level of satisfaction of construction workers in the study area. The age and their level of opinion are shown in Table 1.

**TABLE 1**  
**Age and their Level of Satisfaction**

Sl. No.	Age	Level of Satisfaction			Total
		Low	Medium	High	
1.	Below 25 Years	8 (2.09%)	50 (13.05%)	20 (5.22%)	78 (20.37%)
2.	25 - 35 Years	28 (7.31%)	75 (19.58%)	16 (4.18%)	119 (31.07%)
3.	35 - 45 Years	24 (6.27%)	78 (20.37%)	20 (5.22%)	122 (31.85%)
4.	Above 45 Years	22 (5.74%)	32 (8.36%)	10 (2.61%)	64 (16.71%)
	Total	82 (21.41%)	235 (61.36%)	66 (17.23%)	383 (100.00%)

Source: Calculated Primary Data.

Table 1 clearly indicates that out of 235 construction workers with medium level of satisfaction, 50 (13.05%) of them belongs to the age of below 25 years, followed by 75 (19.58%) of them are in the age group between 25 and 35 years, 78 (30.37%) of them are in the age group between 35 and 45 years and the remaining 32 (8.36) construction workers are in the age group of above 45 years. Out of 66 construction workers with high level of satisfaction, 20 (5.22%) of them belongs to the age of below 25 years, followed by 16 (4.18%) of them are in the age group between 25 and 35 years, 20 (5.22%) of them are in the age group between 35 and 45 years and the remaining 10 (2.61%) construction workers are in the age group of above 45 years. Out of 82 construction workers with low level of satisfaction, 8 (2.09%) of them belongs to the age of below 25 years, followed by 28 (7.31%) of them are in the age group between 25 and 35 years, 24 (6.27%) of them are in the age group between 35 and 45 years and the remaining 22 (5.74%) construction workers are in the age group of above 45 years.

In order to test whether there is no significant relationship between the age and their level of satisfaction of construction workers towards the wages paid by the employers, the chi-square test has been applied.

For that purpose, the following null hypothesis that “there is no significant relationship between the age and their level of satisfaction of construction workers towards the wages paid by the employers in the study area has been prepared. Table 2 shows the computed results of chi-square test.

**TABLE 2**  
**Chi-square Test: Age and their Level of Satisfaction**

Particulars	Value	d.f.	P - value
Pearson's Chi-square	15.942	6	0.014
Likelihood Ratio	15.996	6	0.014
No opinion. of Valid Cases	383		

Source: Computed Data.

It is evident from Table 2 that the *P* value is less than 0.05. The null hypothesis that there is a relationship between the age and their level of satisfaction of construction workers towards the wages paid by the employers is rejected. Hence, it is concluded that there is a significant relationship between the age and their level of satisfaction of the construction workers towards the wages paid by the employers in the study area.

When the assumed hypothesis is rejected and the number of rows and columns in a contingency table are not equal, we may use the statistic called Cramer's *V* statistic to determine the strength of the

relationship between the assumed variables. The value of Cramer's V statistic is obtained through the following formula.

$$V = \sqrt{\frac{\chi^2}{N}}(f-1)$$

To determine the strength of the relationship, it is important to find out the lower and upper limit of Cramer's V statistic. The lower limit of V is zero, when the Chi-square is zero. When the Chi-square is maximum, the upper limit of the V statistic is one. The lower value of V statistic implies low level of relationship between variables, high value of V implies high level of relationship between variables.

Since the Chi-square value is significant, to determine the strength of the relationship, the Cramer's V statistic has been applied through SPSS. The value of Cramer's V statistic using SPSS is given in Table 3.

**TABLE 3**  
**Cramer's V Statistic: Age and their Level of Satisfaction**

Particulars	Value	Approx.Sig
Phi	0.234	0.014
Cramer's V	0.204	0.014

Source: Computed Data

It is evident from Table 3 that the value of V is 0.204 which implies that the age of the construction workers has minimum or low influence on their level of satisfaction of the construction workers towards the wages paid by the employers in the study area.

### CONCLUSION AND SUGGESTIONS

The study reveals that maximum number of construction workers has medium level of satisfaction towards their wages and next maximum number of construction workers has low level of satisfaction. Minimum number of construction workers is there with high level of satisfaction towards their wages. The study proved the significant relationship between the age and their level of satisfaction of the construction workers towards the wages paid by the employers in the study area. The government has to take necessary action for increasing the wages enough for construction workers. And, the government and the policy makers have to consider the age factor of the construction workers when fix the wages for them.

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