Impact of Socio Economic Status on the level of job satisfaction of Women Workers in Hosiery units at Tiruppur

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ABSTRACT

The role of women has been changing substantially over the last decade and a half, both inside and outside homes. In addition to their role within households, they are now having a larger role in the outside world also, especially in the labour market. It has often been argued that women face a segmented labour market with sector specific jobs and often gender specific wages assigned to them. However, the world is witnessing a significant change in this traditional thinking regarding ability of women to work only in a few specific sectors. More specifically, the present study is an empirical investigation into the identification of factors that determine the level of job satisfaction of female labour force working in the Hosiery Units of Tiruppur, Coimbatore on the basis of micro-level data. It tries to explain the level of job satisfaction of the female workers in terms of inter-linkages between socio economic status as measured by certain proxy factors like, the level of educational attainment, family background, employment status and job satisfaction.

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Introduction

The role of women has been changing substantially over the last decade and half, both inside and outside homes. In addition to their role within households, they are now playing a larger role in the outside world also, especially in the labour market. It is also believed that such feminization is the result of growing flexibility in the labour market whereby women find themselves in traditionally male dominated jobs. In addition, certain jobs may have changed their characteristics and acquired those associated traditionally with women's work - informal contracts, lower remuneration, less security, lower skills etc. In spite of all these, women still find themselves at the receiving end in the labour market. Moreover, women are found to depend on informal sector more heavily than men, and as a result, their share in this sector is higher than their share in total labour force.

However, the decision making of women to participate in labour force depends on personal and various other family related factors, like the size of the family, the number of earning members, the number of dependents, the number of school going children, the nature of family say, joint or nuclear, the educational and occupational status of the husband etc. After entry of women at job, the work environment, that includes the salary and allowances provided, the leave facilities available, the monotonous nature of the work, the

relationship with the co-workers and the immediate supervisors, the infrastructure facilities provided have all influenced the level of satisfaction of the workers at their work place. This provides the conclusion that the influence of the socio economic and family background factors is substantial on the level of job satisfaction.

More specifically, the present study is an empirical investigation into the identification of factors that determine the level of job satisfaction of female labour force working in the Hosiery Units of Tiruppur, Coimbatore on the basis of micro-level data. It tries to explain the level of job satisfaction of the female workers in terms of inter-linkages between socio economic status as measured by certain proxy factors like, the level of educational attainment, family background, employment status and job satisfaction.

Literature Review

The prime objective of the present piece of research is to examine the level of job satisfaction of the sample women workers in hosiery units. This again requires the identification of the variables under these dimensions. For this purpose, the studies carried out in the areas of job satisfaction were referred to. From these studies, in the case of job satisfaction [Glisson C.Vand Durick,M (1988), Seasohore, S.E and Taber, T.D (1975), Skyme, D.J. (2000), Spector, Paul E. (1997), Szulanski, G. (1996)] the factors like Tenure of job, type of wage,

amount of wage, distance to work place, Mode of transportation, Mode of Entry to the present Job, loan facilities, decision making power, Amount of wage, work load, amount of bonus, over time wage, Working hours, Chances for promotion, Method of wage payment, Compensation provided to employees, Maternity leave provided, Casual leave, ESI benefits, Provident fund scheme provided, Medical leave provided, the work environment facilities [Litwin, G. H. and Stringer, R. A., (1968), Chidambaram, L. and Bostrom, R. (1993), Emiko Usui (2003), Lutz C. Kaiser (2005), Lakshmy Devi K.R (2002)] are being measured in terms of Clean environment, Availability of spittoons, Working conditions of machines and tools, Availability of fire extinguisher equipments, Nature of building, Transport facilities provided, Availability of clean and safe drinking water, Lighting and ventilation, Availability of toilet facility, Pause time provided, Provision of safety measures, Availability of restroom, Free refreshments, Availability of canteen facility, Night shift system and Quarters facilities.

Based on the above issues, the objectives formulated for the present study were as follows: 1) to discuss the socio economic factors that determine labour force participation of women in the sample units, 2) to trace out the women workers' opinion on the working conditions, 3) to examine the relationship between women's' job satisfaction and socio-economic factors, 4) to estimate the inter-linkages between the level of job satisfaction of the sample women workers and the opinion on work environment and 5) to provide suggestions to improve the level of Job Satisfaction of employees in Hosiery units.

The hypotheses framed were: 1) the level of education has a significant influence on the opinion on job satisfaction, 2) the level of wages has a significant bearing on the level of job satisfaction, 3) the work environment is major factor of influence on the level of job satisfaction and 4) the family environment significantly influences the level of job satisfaction.

To study these objectives, the primary data were collected from 500 women working in Hosiery units, Tiruppur. This is being done by adopting a two stage random sampling technique selected from a list of 100 registered hosiery units selected randomly. The selected women respondents were approached in person and the data pertaining to their educational qualification, marital status, type of family, number of members in the family, the educational status of the husband, parents, level of family income, and the opinion on the work related factors like, the years of experience, Work load, amount of bonus, amount of overtime wages, job security, working hours, chances of promotion etc. were collected.

The form of the logit model can be given as below:

JS= A, E, WE, DR, W, NE, MS, RU, I.

W

JS	=	Level of Job Satisfaction
A	=	Age
E	=	Level of Education
WE	=	Work experience
DR	=	Total dependency ratio
W	=	Value of wealth/property
NE	=	Nature of employment
MS	=	Marital status
RU	=	Rural/urban
I	=	Level of Income

Path Analysis

A satisfied employee in a work place is expected to have a higher productivity than others. However, the level of satisfaction in the work place is being influenced by the socio economic and demographic factors. Similarly, the level of satisfaction on the work environment is also being influenced by the socio economic factors and a few other variables like, working conditions of machines and tools, the Pause time provided, Provision of safety measures and Night shift work system. The overall satisfaction in job, that is, the level of job satisfaction, is being influenced by the socio economic factors, and the factors on working conditions.

Hence, it becomes essential to estimate the impact of these variables, ultimately, on the level of job satisfaction. For this purpose, the path analysis is used. Since, the causality among the variables is clear, the path analysis and not the simultaneous equation model need to be used.

The form of the model can be given as below:

WE	=	A, E, NMF, MS, W, JS, WH, P
JS	=	A, E, NMF, MS, W, J,WH, P,WE

Where,

WE	=	Work Environment
A	=	Age
E	=	Education
NMF	=	No, of members in the family
MS	=	Marital status
W	=	Amount of wage
J	=	Job security
WH	=	Working hours and
P	=	Chances for promotion
JS	=	Job Satisfaction

Variables on Socio Economic and Demographic Factors

As indicated earlier, it is assumed that there is a close affinity between the socio economic status and the level of satisfaction on job. This is being tested with the help of chi square test. For the purpose of testing the relationship the socio economic factors which are germane to the analysis were identified from the earlier studies. These include: the distribution of age of the respondents, the level of education, the years of experience in the job, the level of monthly income, the marital status of the respondents and the nature of employment.

As it could be seen in Table 1, among the various variables considered under socio economic status, the model as shown by its R^2 value indicates that the explanatory power of the model is 0.97. This implies that the included variable could explain 97 percent of the variations. The adjusted R^2 value of 0.95 also confirms the relationship that the included variables are most fit. It could also be seen in the table that all the independent variables included carry the theoretical sign implying that the analysis confirms the theoretical relationship.

Variable wise, age has a positive effect on the level of job satisfaction. This means, the workers at higher ages have higher expectations on work satisfaction. The slope coefficient of age indicates that every one-year of increase in age reduces the level of job satisfaction by 0.07400. The level

education has a negative influence on the level of satisfaction on job. In the case of level of education, higher level of education brings about a lower and lower level of satisfaction on job. The slope coefficient indicates that every one-year of increase in the level of education reduces the level of satisfaction on job by 0.14200. The contribution of work experience also found to be negative. The slope coefficient of work experience indicates that every unit of increase in work experience reduces the level of job satisfaction by 0.42000. The dependency ratio has a negative impact on the preference for job satisfaction. In the case of total dependency, every one unit of increase in work experience reduces the nature of job satisfaction by 0.03300 units. The value of wealth and property has a negative effect. A holding of wealth and property reduces the preference for job satisfaction by 0.000025. The nature of employment has a positive effect on the job satisfaction. The permanent employees have a higher preference for job satisfaction than the temporary employees. The slope coefficient of marital status is positive and this indicates that the preference for job satisfaction is more in the case of unmarried than the married female folks. In the case of rural-urban origin, the positive coefficient indicates that job satisfaction is more among the urban residents than the rural residents. The level of income, as seen in the table has a positive effect on the preference for job satisfaction. This means, at higher level of income, the preference for job satisfaction

TABLE 1 :

Logitic model of level of job satisfaction and Socio Economic status

Independent Variable	Coefficients
Constant	-1.33485*(0.2569)
Age	-0.07400*(0.02222)
Level of Education	-0.14200*(0.01436)
Work experience	-0.42000*(0.03256)
Total dependency ratio	-0.03300*(0.00813)
Value of wealth/property	-0.000025*.(0.000005)
Nature of employment	1.32550*(0.23454)
Marital status	0.05640*(0.01877)
Rural/urban	0.02942*(0.00750)
Level of Income	0.004682*(0.00054)
R^2	0.97
Adjusted R^2	0.95
F Value	4462.62*
Degrees of Freedom	490
No. of Observations	500

* Indicates significant at 5 percent level.

Source: Computed from Primary Data.

Thus, from the analysis it can be concluded that all the variables identified and included are found to be significantly influencing the job satisfaction. This means, that the level of job satisfaction has been influenced significantly by the majority of the included independent variables on the socio economic status.

The work environment as a major factor of influence on the level of job satisfaction

Studies carried in the area of job satisfaction could come out with the conclusion that the work environment exerts a significant influence on job satisfaction. Every firm operates under the prime objective of increasing their output through the optimum utilization of the existing man power. Hence, for the purpose of achieving a higher level of output, it becomes pertinent to know whether this theoretical relationship holds good empirically also. In the present paragraph it is attempted to examine this relationship using ANOVA.

Work environment: an analysis of factors

Theoretically, regarding the work environment, the factors determining them are expected to influence each other. This means, the level of satisfaction on one variable is expected to get correlated with the other. Hence, in the practice case, a firm that attempts to improve the work environment has concentrate on a host of factors than concentrating

one. For example, the firm that attempts to improve the workers' coordination has to attempt to improve the relationship with the supervisors has to understand the relationship of the employees' balance between work and personal life. Similarly, the firm aiming at treating the employees better should have leaders with strong leadership quality etc. Hence, to what extent the variables are related, what are the major factors that determine the level of work environment? These questions are posed and examined in the present and in the next paragraph. For this purpose, the simple correlation method and the Factor analysis are used.

Factor analysis of factors determining work environment

It becomes pertinent to identify the crucial variables that determine collectively the opinion on the work environment. For this purpose the factor analysis is being used. To carry out this, initially, the factor extraction, Engine values, factor loading and the principle components have been calculated and discussed.

As it could be seen in Table 2, the highest extraction could be found in the case of 'Adopts the best method of completing the work' (0.991). The factors that have recorded the highest extraction values which are above 0.90 are: 'Appreciation and recognition for my job' (0.991), 'Trade unions are fair and good' (0.988), 'talents are Utilized' (0.980), 'My Job gives me personal satisfaction' (0.973), 'I have full trust in Management' (0.969), 'Have adequate opportunities for professional growth in the company' (0.968), 'My boss tolerate the poor performance of the workers' (0.967), 'All the employees are fairly treated' (0.965), 'The leaders are clear about their jobs' (0.958), 'Provided all information about the company' (0.955), 'Workers are treated better' (0.943), 'I am getting adequate feedback to improve my performance' (0.942), 'Leaders have strong leadership quality' (0.942), 'Promotional policies are fair' (0.940), 'Behaviour of the supervisor' (0.932), 'Company recognizes the reasonable expectations on employees' life' (0.927), 'Company has the environment to balance between work and personal life' (0.912), 'Supervisors' interest in my professional development' (0.911), 'I have adequate opportunities to express views' (0.911) and 'Could complete the work in time' (0.904).

TABLE 2 : Extraction values for factors determining work environment

	Initial	Extraction
Trust in Management	1.000	.969
Workers are treated better	1.000	.943
Adopts the best method of completing the work	1.000	.991
Chances of expressing my problem	1.000	.896
Talents are Utilized	1.000	.980
Workers' coordination in the department	1.000	.882
Relationship with the superiors	1.000	.763
Skills are recognized	1.000	.890
Suitability of the job to my ability, qualification and knowledge	1.000	.777
Behaviour of the supervisor	1.000	.932
Provided all information about the company	1.000	.955
Appreciation and recognition for my job	1.000	.991
Supervisors' previous interest in my professional development	1.000	.911
Feedback for my performance	1.000	.942
Could complete the work in time	1.000	.904
Understood that my ability contributes to the development of the company	1.000	.830
My job accomplishes to the objectives of the firm	1.000	.841
My Job gives me personal satisfaction	1.000	.973
I have adequate opportunities for professional growth in the company	1.000	.968
Training gives me to do my job well	1.000	.899
Trade unions are fair and good	1.000	.988
Work is challenging	1.000	.834
Company has the environment to balance between work and personal life	1.000	.912
Able to satisfy both my job and personal responsibilities	1.000	.862
Company recognizes the reasonable expectations on employees' life	1.000	.927
Promotional policies are fair	1.000	.940
Rules and regulations of the company are always easily adoptable	1.000	.820
All the employees are fairly treated	1.000	.965
The leaders are clear about their jobs	1.000	.958
Leaders have strong leadership quality	1.000	.942
Have adequate opportunities to express views	1.000	.911
My boss is too tolerate the poor performance of the workers	1.000	.967
Organization is much aware of combating industrial pollution	1.000	.806

Extraction Method: Principal Component Analysis.

The factors on 'Training gives me to do my job well' (0.899), 'Chances of expressing my problem' (0.896), 'skills are recognized' (0.89), 'workers' coordination in the department' (0.882), 'Able to satisfy both my job and personal responsibilities' (0.862), 'My job accomplishes to the objectives of the firm' (0.841), 'Work is challenging' (0.834), 'Understood that my ability contributes to the development of the company' (0.830), 'Rules and regulations of the company are always easily adoptable' (0.820), and the factor on 'Organization is much aware of combating industrial pollution' (0.806) have all recorded values between 0.80 and 0.89. The factors on 'Suitability of the job to my ability qualification and knowledge' (0.777) and 'Relationship with the superior' (0.763) have recorded extraction values between 0.70 and 0.79.

Thus, from the analysis it can be concluded that the extraction values of the factors selected carry a minimum extract values of 0.763..

Factor analysis of factors determining work environment

The factor analysis worked out for the factors determining the work environment indicates that trust in management (6.167) has recorded the highest Eigen value. The order of the other factors in terms of declining Eigen values can be given as: 'workers are treated better' (4.391), 'adopts the best method of completing the work' (3.697), 'chances of expressing my problem' (3.543), 'talents are utilized' (2.794)', 'workers' coordination in the department' (2.268), 'relationship with the supervisor' (1.99), 'skills are recognized' (1.802), 'suitability of the job to my ability, qualification and knowledge' (1.246), 'behaviour of the supervisor' (1.118), 'provided all information about the company' (1.053)', ' appreciation and recognition for my job ' (0.884).

TABLE 3 :
Factor analysis of factors determining work environment

Component	Initial Eigen values	Extraction Sums of Squared Loadings				
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
Trust in Management	6.167	18.688	18.688	6.167	18.688	18.688
Workers are treated better	4.391	13.306	31.994	4.391	13.306	31.994
Adopts the best method of completing the work	3.697	11.203	43.197	3.697	11.203	43.197
Chances of expressing my problem	3.543	10.737	53.934	3.543	10.737	53.934
Talents are Utilized	2.794	8.466	62.400	2.794	8.466	62.400
Workers' coordination in the department	2.268	6.874	69.275	2.268	6.874	69.275
Relationship with the superiors	1.990	6.030	75.305	1.990	6.030	75.305
Skills are recognized	1.802	5.461	80.766	1.802	5.461	80.766
Suitability of the job to my ability, qualification and knowledge	1.246	3.776	84.543	1.246	3.776	84.543
Behaviour of the supervisor	1.118	3.389	87.931	1.118	3.389	87.931
Provided all information about the company	1.053	3.190	91.121	1.053	3.190	91.121
Appreciation and recognition for my job	.884	2.678	93.798			
Supervisors' interest in my professional development	.683	2.071	95.869			

Feedback for my performance	.595	1.803	97.672			
Could complete the work in time	.426	1.290	98.962			
Understood that my ability contributes to the development of the company	.342	1.038	100.000			
My job accomplishes to the objectives of the firm	1.76E-015	5.34E-015	100.000			
My Job gives me personal satisfaction	1.28E-015	3.87E-015	100.000			
Have adequate opportunities for professional growth in the company	8.57E-016	2.60E-015	100.000			
Training gives me to do my job well	6.54E-016	1.98E-015	100.000			
Trade unions are fair and good	6.17E-016	1.87E-015	100.000			
Work is challenging	4.89E-016	1.48E-015	100.000			
Company has the environment to balance between work and personal life	3.61E-016	1.09E-015	100.000			
Able to satisfy both my job and personal responsibilities	4.93E-017	1.49E-016	100.000			
Company recognizes the reasonable expectations on employees' life	-9.73E-017	-2.95E-016	100.000			
Promotional policies are fair	-2.13E-016	-6.46E-016	100.000			
Rules and regulations of the company are always easily adoptable	-2.69E-016	-8.14E-016	100.000			
All the employees are fairly treated	-4.36E-016	-1.32E-015	100.000			
The leaders are clear about their jobs	-6.16E-016	-1.87E-015	100.000			
Leaders have strong leadership quality	-7.35E-016	-2.23E-015	100.000			
Have adequate opportunities to express views	-8.02E-016	-2.43E-015	100.000			
My boss is tolerate the poor performance of the workers	-1.01E-015	-3.06E-015	100.000			
Organization is much aware of combating industrial pollution	-1.56E-015	-4.72E-015	100.000			

'Supervisors' interest in my professional development' (0.683), 'feedback for my performance' (0.595), 'could complete the work in time' (0.426) and 'Understood that my ability contributes to the development of the company' (0.342).

The cumulative values of the worked related factors are in the order of: 'trust in management' (18.688), 'workers are treated better' (31.994), 'Adopts the best method of completing the work' (43.197), 'Chances of expressing my problem' (53.934), 'talents are utilized' (62.40), 'workers' coordination in the department' (69.275), 'relationship with the superiors' (75.305), 'skills are recognized' (80.766), 'suitability of the job to my ability, qualification and knowledge' (84.543)', 'behaviour of the supervisor' (87.931), 'provided all information about the company' (91.121), 'appreciation and recognition for my job' (93.798), 'supervisors' interest in my professional development' (95.869)', 'feedback for my performance',(97.672), 'could complete the work in time' (98.962) and 'understood that my ability contributes to the development of the company' (100).

Thus from the above analysis it can be concluded that among the 33 factors considered, 16 factors are able to explain the 100 percentage of variation in the opinion on work environment.

Principle component matrix factors determining work environment

TABLE 4 :

Principle component matrix factors determining work environment

	Principle Components										
	1	2	3	4	5	6	7	8	9	10	11
Trust in Management	0.69	0.27	-0.33	0.37	0.29	-0.06	0.23	0.05	0.15	0.04	-0.09
Workers are treated better	0.68	0.28	-0.19	0.18	0.35	-0.36	0.13	0.03	0.20	0.17	0.04
Adopts the best method of completing the work	0.59	0.37	-0.49	0.12	-0.17	0.16	0.44	-0.08	0.02	0.07	0.04
Chances of expressing my problem	0.75	0.08	0.07	0.14	0.52	-0.01	0.00	0.00	0.13	-0.03	0.14
Talents are Utilized	0.50	0.48	-0.52	0.13	-0.19	0.18	0.39	-0.05	0.00	0.03	-0.01
Workers' coordination in the department	-0.20	0.84	-0.05	-0.17	-0.01	-0.04	0.12	0.06	-0.19	0.03	0.23

Relationship with the superiors	0.12	0.65	-0.14	0.34	-0.25	-0.03	-0.05	-0.18	-0.15	-0.22	-0.18
Skills are recognized	-0.20	0.22	0.16	-0.19	0.21	0.70	0.02	0.39	-0.09	0.16	0.14
Suitability of the job to my ability, qualification and knowledge	0.55	-0.29	0.29	0.13	0.34	0.06	0.00	0.35	-0.01	-0.19	0.13
Behaviour of the supervisor	0.18	0.41	0.57	0.04	-0.29	0.20	-0.20	0.01	0.26	0.37	-0.20
Provided all information about the company	-0.37	-0.09	0.13	0.70	0.19	0.07	0.25	0.23	0.32	0.00	0.24
Appreciation and recognition for my job	0.40	0.40	0.29	-0.13	-0.15	0.02	-0.20	0.58	0.38	-0.13	-0.09
Supervisors' previous interest in my professional development	-0.58	-0.09	-0.04	0.49	0.26	0.21	0.32	-0.04	0.08	-0.20	-0.26
Feedback for my performance	0.73	-0.06	0.06	0.20	-0.46	-0.15	-0.11	0.28	0.01	0.21	-0.02
Could complete the work in time	-0.39	0.57	0.10	-0.27	0.07	-0.14	-0.06	-0.23	0.33	0.09	0.38
Understood that my ability contributes to the development of the company	-0.46	-0.37	-0.01	-0.16	0.34	-0.36	0.31	0.24	0.07	0.23	-0.10
My job accomplishes to the objectives of the firm	0.07	0.38	0.33	0.07	-0.14	0.71	-0.04	-0.15	0.07	-0.17	0.07
My Job gives me personal satisfaction	0.06	0.55	0.55	-0.23	0.09	-0.13	0.42	0.01	-0.31	-0.05	0.14
Have adequate opportunities for professional growth in the company	-0.55	0.09	-0.16	0.49	0.13	-0.02	-0.03	-0.12	-0.07	0.60	0.08
Training gives me to do my job well	-0.09	0.39	0.67	-0.29	-0.05	-0.22	0.07	0.02	0.28	-0.11	-0.23
Trade unions are fair and good	-0.48	-0.02	-0.28	0.46	-0.39	0.47	-0.03	0.13	0.17	0.16	-0.17
Work is challenging	-0.45	0.19	0.25	0.05	-0.49	-0.35	0.37	-0.08	0.06	-0.09	0.11
Company has the environment to balance between work and personal life	0.13	-0.21	-0.21	-0.59	0.09	0.06	-0.12	-0.39	0.49	0.19	0.06
Able to satisfy both my job and personal responsibilities	-0.46	-0.20	0.24	0.13	-0.54	-0.15	0.35	0.29	0.09	0.04	0.02
Company recognizes the reasonable expectations on employees' life	-0.10	-0.46	-0.36	-0.49	0.10	0.25	0.31	0.20	0.26	-0.22	-0.06
Promotional policies are fair	0.49	-0.55	0.22	0.37	-0.31	-0.09	0.32	0.06	0.00	0.00	0.10

Rules and regulations of the company are always easily adoptable	-0.61	0.27	-0.17	-0.30	0.42	0.19	0.14	0.14	-0.02	0.03	-0.11
All the employees are fairly treated	0.21	-0.50	0.59	0.00	-0.04	0.27	0.19	-0.07	-0.09	0.13	0.44
The leaders are clear about their jobs	-0.21	0.35	0.48	0.22	0.60	-0.12	0.14	0.15	-0.10	0.12	-0.29
Leaders have strong leadership quality	-0.49	0.14	-0.03	0.55	0.09	-0.13	0.00	-0.30	0.34	-0.32	0.21
Have adequate opportunities to express views	0.25	-0.29	0.63	0.11	0.01	-0.01	0.16	-0.49	0.04	0.06	-0.29
My boss is tolerate the poor performance of the workers	-0.05	0.00	0.17	0.69	0.23	-0.04	-0.61	0.01	-0.07	-0.11	0.10
Organization is much aware of combating industrial pollution	0.39	-0.19	0.36	0.01	0.22	0.41	0.28	-0.43	-0.01	0.03	-0.11

Extraction Method: Principal Component Analysis.

The values extracted using the principle component analysis indicates that 11 variables namely, 'trust in management', 'workers are treated better', 'adopts the best method of completing the work', 'chances of expressing my problem', 'talents are utilized', 'workers' coordination in the department', 'relationship with the supervisor', 'skills are recognized', 'suitability of the job to my ability, qualification and knowledge', 'behaviour of the supervisor', 'provided all information about the company' are extracted that determine the opinion on working environment.

Thus from the analysis it can be concluded that among the 33 variables identified on working environment, 11 variables are found to determine the working environment.

Results of path analysis

In the present paragraph a recursive model or a path analysis is being attempted to examine the impact of socio economic background on the working environment on the one hand and the opinion on the level of job satisfaction on the other.

Impact of socio economic factors on work environment

The R^2 and the adjusted R^2 values indicate that the inclusion of the last variable has not suppressed the impact much. The values also indicate that the included variables could explain 85 percent of the

variable in dependent variables. The slope coefficient show that they all have the desired sign and found to be significant indicating the significant influence of these variables on the dependent variable namely, the work environment.

TABLE 5 :
Regression Results of Opinion on Working Environment

Independent Variable	Coefficients
Constant	-1.84358*(0.2569)
Age	-0.05321*(0.001463)
Level of Education	-0.0948*(0.02869)
Number of Members in the family	-0.2819*(0.00546)
Marital Status	-0.02832*(0.00451)
Wage	_+0.00013*.(0.000025)
Job Security	0.9523*(0.0841)
Working Hours	-0.04251*(0.01211)
Chance for Promotion	0.01891*(0.00750)
R^2	0.85
Adjusted R^2	0.81
F Value	1432.62*
Degrees of Freedom	491
No. of Observations	500

Source: computed from Primary Data.

Thus from the analysis it can be concluded that there is a significant influence of the included socio economic and other variables on working environment.

IMPACT OF SOCIO ECONOMIC FACTORS ON THE LEVEL OF JOB SATISFACTION

The R^2 and the adjusted R^2 values indicate that the inclusion of the last variable has not suppressed the impact much. The value also indicates that the included variables could explain 87 percent of the variable in dependent variables. The slope coefficient show that they all have the desired sign and found to be significant indicating the significant influence of these variables on the dependent variable namely, the opinion on the level of job satisfaction.

TABLE 6 :
Regression Results of Opinion on Job Satisfaction

Independent Variable	Coefficients
Constant	2.8532*(0.2569)
Age	-0.05418*(0.005938)
Level of Education	-0.2831*(0.05861)
Number of Members in the family	+0.2891*(0.04532)
Marital Status	-0.05431*(0.009619)
Wage	-0.000013*.(0.000002)
Job Security	0.8351*(0.3111)
Working Hours	-0.02136*(0.00922)
Chance for Promotion	0.009322*(0.002183)
Work Environment	0.94862(0.1839)
R^2	0.88
Adjusted R^2	0.87
F Value	9861.33*
Degrees of Freedom	490
No. of Observations	500

Source: Computed from Primary Data

Thus from the analysis it can be concluded that there is a significant influence of the included socio economic and other variables on the level of job satisfaction. All the variables identified and included are found to be significantly influencing the preference for job satisfaction. This means, the preference for job satisfaction has been influenced significantly by the majority of the included independent variables.

Suggestions

The analysis made has provided the following suggestions:

- The cleanliness in the work place, ventilation and lighting facility is not good in many hosiery units. As it would create some health problems to the women workers, the management should show interest to improve these facilities. By doing so the extent of job satisfaction of the workers on the working conditions can be improved.

- The study shows that the women workers in the hosiery units are not satisfied with the amount of wages given by the management. The country is facing the problem of inflation and due to inflationary condition the purchasing power of the people especially come down those who get low wages. In order to overcome these problems faced by the workers in this industry arising out of inflation the wages which have been offered by the hosiery units in Tiruppur at present to their workers have to be fixed in accordance with the prevailing level of inflation. It will help the workers to meet their need and wants. It has been suggested that by fixing the wages in accordance with the prevailing rate of inflation, the social and economic status of the workers' will be improved.

- The hosiery units do not have any welfare center for the workers, it has been suggested that the management have to establish welfare center which must be open to the worker. It has to be provided with a number of newspapers and periodicals. This will facilitate the workers to gather at the center during intervals and lunch hours where sharing information can take place through informal chatting. It will help developing a cordial relationship among the co-workers and job satisfaction on the working condition will also get elevated.

- Many of the workers of this Industry derive low level of satisfaction on working conditions because their grievances are too many. Hence, it has been suggested that the management should create grievance-redressed cells to redress the workers grievances. A grievance box can be maintained

to receive the complaints from workers and such complaints can be placed before the grievance cell for timely discussion and appropriate solution. It will help to settle the issues then and there.

- The analysis indicated that the family environment has a significant influence on the level of satisfaction in the job and the work environment. Hence, management can arrange for counseling of women on the matters pertaining to their family problems. This would help in improving the job satisfaction of women workers.

Conclusion

The socio economic status of women has not improved much and hence, the women folk are not treated on par with men in the labour market. They are employed in poor by paid jobs; choose jobs which have poor future, and discriminated in the work place. This affects their productivity considerably. From the economic point of view and egalitarian point of view, this problem requires immediate attention. The analysis has provided the conclusion that the women sample workers are only moderately satisfied with the job and job content and the work environment.

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