



Research Article

RELATIONSHIP BETWEEN INDEPENDENT VARIABLES OF WOMEN WORKERS WITH THEIR JOB SATISFACTION TOWARDS MGNREGA PROGRAMME

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Abstract: The present study was conducted in Jaipur District of Rajasthan, to find out the Relationship of selected independent variables of women workers with their job satisfaction. For this, one hundred twenty MNREGA women workers were selected and information was collected with the help of structured Interview schedule and data was analysed with the appropriate statistical tools as; mean percent score; ranking and result were drawn from it. The age was found to be non-significant relationship with job satisfaction of women workers. Education and annual income were negatively and non-significant relationship with job satisfaction of women workers. Socio- economic status was significant relationship with job satisfaction of women workers.

Keywords: Relationship, Independent variables, Job Satisfaction

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Introduction

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is the largest ever public programme conceived and grounded in the human history. It is the most powerful initiative ever undertaken for the transformation of rural livelihoods. It goes beyond poverty alleviation and recognizes employment as a legal right. It creates the right to work. It is demand-driven. It has the potential to provide a 'big push' in Indian regions of distress. It is designed as a safety net to reduce migration by rural poor households in the lean period through a hundred days of guaranteed unskilled manual labour provided when demanded, at minimum wage on works focused on water conservation, land development and drought proofing. The unique feature of this programme is that it is the first ever law internationally, that guarantees wage employment at an unprecedented scale. Job satisfaction is the important in your achievement and success on the job. Job satisfaction directly linked to productivity. Job satisfaction further improves happiness in your life. Satisfaction is not the same as motivation of the programme. This is another important ingredient. Job satisfaction is more of an attitude, an internal state. It could, for example, be associated with a personal feeling of achievement, either quantitative or qualitative [1-5].

Methodology

The study was conducted in Dudu panchayat samiti in Jaipur district of Rajasthan. Dudu panchayat samiti consisted of 57 villages. Out of which 4 villages were selected on the basis of total active women workers. Four villages namely Habaspura, Hirnoda, Naraina and Mozamadad were selected for study. From every selected village, a list of all workers registered in the master roll in MNREGA during last 2 years *i.e.*, 2013-14 and 2014-15 was obtained from the 'Sarpanch'. From this list, 30 women workers benefitted through MGNREGA were selected randomly. Thus, a total of 120 respondents from four villages were selected for the investigation.

Result and Discussion

The relationship between the job satisfaction of women workers with MGNREGA and the selected independent variables viz. their age, education, annual income of family, socio- economic status were measured by computing "Coefficient of correlation (*r*)". The data have been presented in [Table-1]

Table-1 Relationship of the selected independent variables with overall job satisfaction of women workers

SN	Independent variables	Correlation coefficient
1	Age	0.054
2	Education	-0.126
3	Annual income	-0.086
4	Socio-economic status	0.557**

*Correlation is significant at the 0.05 level (2- tailed)

**Correlation is significant at the 0.01 level (2- tailed)

Age

It is evident from the data that the age of women workers was non significantly associated with their job satisfaction, hence the statement in (H00.1.1) "There is no relationship between job satisfaction of women workers about MGNREGA programme and age of women workers" is accepted. Job satisfaction is simply a psychological phenomenon and a person can be satisfied or dissatisfied with his job irrespectively of his or her age.

Education and annual income

It was revealed from the data that education and annual income of women workers was negatively and no significantly associated with their job satisfaction of MGNREGA. Hence the statement in (H00.1.2), (H00.1.3) There is no relationship between job satisfaction of women workers and education and annual income in MGNREGA programme and is accepted.

This may be due to the fact that most of the respondents were illiterates and from middle income group therefore the association was non significant. The findings of this study are supported by the findings of Bemana, *et al.*, (2013); Gamage, (2013); Hong, *et al.*, (2013) [1-3].

Socio-economic status

It is evident from the data that the socio-economic status of women workers was significantly associated with their job satisfaction of MGNREGA. Hence the statement in (H00.1.4) "There is no relationship between job satisfactions of women workers about MGNREGA programme and socio-economic status of women workers" is rejected. This may be due to the fact that most of the respondents were from medium socio-economic group therefore the association has been found significant.

Conclusion

it can be concluded from the result that job satisfaction of women workers was found to be non significant relationship with the age. Job satisfaction of women workers were found to be negatively and non significant relationship with the education and annual income. Whereas socio-economic status was found to be significant relationship with the job satisfaction.

Application of research: the finding of study was helpful in relationship between different independent variable with their job satisfaction of women worker in MGNREGA Programme

Research category: Rural development programme, Women worker

Abbreviation:

MGNREGA- Mahatma Gandhi National Rural Employment Guarantee Act

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