

CONTRACT LABOUR AND THEIR JOB SATISFACTION LEVEL

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ABSTRACT: The rapid Industrialization added out the unfastened exchange in business operations to adopt the bendy labour practices in Indian financial system. Especially contract labour is an crucial and increasing shape of employment that's common in almost all industries, in agriculture and related operations and in service sector also. It is one of the forms of informal employment obtaining in each informal and formal sectors. The globalization conditions have more advantageous the mobility with bargaining strength vis-à-vis improved employees. Hence Contract labour device represents an exploitative machine and employers also prefer the ability. Employees are one of the most critical stakeholders in an employer because the personnel offer their efforts; proportion their understanding, talents, intellectual and bodily skills that contribute to the productiveness and profitability of the organisation. So, the agency ought to do the whole thing they need to maintain the personnel. Job pride is one in all them. But the factors of activity delight of low-professional employees are one-of-a-kind from the ones of excessive-skilled employees. The objective of the study is to study the elements and degree of job satisfaction of low-professional employees

KEYWORDS: Contract Labour, Increasing Form of Employment, Job Satisfaction,

1. INTRODUCTION

The word 'Contract' derived from the word 'Consensus' it means having valid agreement between two or more parties, there must be consensus of mind among them and understand each other at the same level.

Why Contract Workers?

Cheaper, Easy to hire, Easy to remove, No short term / regular interval jobs, No long term

commitment or cost, Lesser industrial unrest, No need for direct supervision, Speedy completion of assigned work, No need for looking after non-core things.

Contract labour is engaged on various occupations with different the level of skills which consists of Unskilled, Semi-skilled, Skilled and High Skilled categories.

After Globalization in India, the vast changes of political, economic and social conditions have resulted the liberal global economy and international competition which led to decentralization and specialization of production process in various industries. It imposes the employers to reduce the labour cost for taking an competitive advantage in the market and started using the nonstandard work practices to engage the contract labour work force in place of skilled, permanent employees through third party agencies.

Contract Labour is applied to labour which is employed to perform some work through a contractor and hence no direct employment relationship exists between the ultimate employer and contractual workers. They are having contractual relationship with contractor and in turn contractor has commercial relationship with the client or Principle employer. Contractor provides the labour services to principle employer in tripartite zone which becomes the basis for legal and nonlegal course of actions for trade unions.

The most of the contract labour from the unorganized sector has gone through a lot of hardship, as they are not recognized by society. The unorganized labour has not been able to organise the common objective as their limits to;

- Casual and temporary nature of employment
- Ignorance and illiteracy due to economic imbalance

- Small scale and scattered nature of establishments which operates manually and low capital investment.

- Superior strength of the employer operating individually or in combination of business partners.

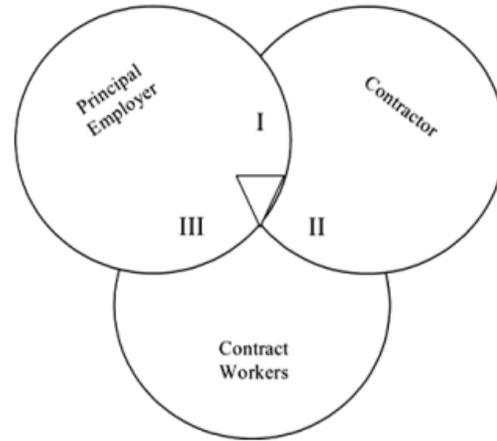
Contract Labour can Broadly be Divided into Two Categories;

- Contract labour those deployed in job contracts for specific job base.

- Contract labour deployed on supply based on the labour contracts.

Large and medium establishments are having the specific operation process where the prescribed jobs outsourced by giving the contract on lump sum payment including labour cost to the contractor who will engages his own workers. And the less skills jobs or perennial jobs are engaged on contractual roll based on the labour contracts. The practice of engaging contract labour succeeds in almost all industries and services. It is more common in mining and in the construction industry. The labour oriented establishments are deploying more contract labour especially in iron ore, cement manufacturing, manganese ore, jute pressing, Tarpaulin tents, Sails etc., Salt, Ports and Docks, Limestone, Quarries, Toy manufacturing, construction, Breweries and manufacture of Malt, Metal Rolling, Dal Mills, agricultural implements, Firebricks, Joinery and General Wood Work, Metal extracting and refining factories, metal founding, Cotton Ginning, cleaning and pressing and Rice Mills

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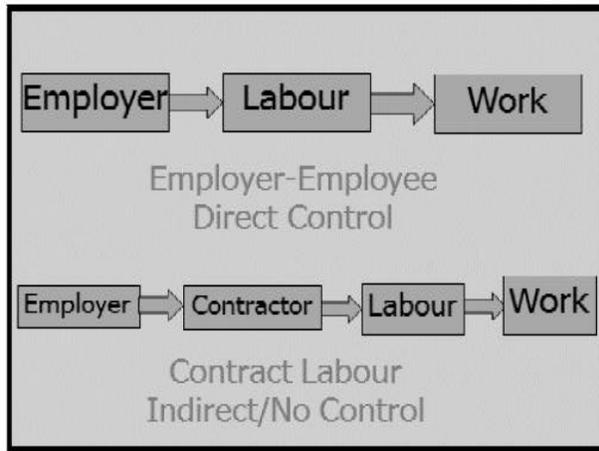
Tripartite Nature of Contract Labour Market

II. CONSTRUCTIONAL FRAMEWORK OF CONTRACT LABOUR SYSTEM IN INDIA

It usually refers to contractual workers engaged through the contractor (including the sub-contractor) in establishments. These workers are millions in number and mostly belong to the unorganized sector. They have very little bargaining power, earn minimum wages, no social security, temporary employment, and engaged in dangerous occupations which impact their health and safety conditions. On the other hand, the contract labour is the irregular in nature of work, cost effectiveness and flexibility in manpower deployment to principle employer for plant operations.

By recognizing the various conditions of contractual workers in India, Contract Labour (Regulation and Abolition) Act, 1970 was enforced w.e.f 10th February 1971 and subsequently the Rules were also enforced w.e.f. 21st March 1974 to regulate the employment of contract labour in certain establishments and to provide for its abolition in certain circumstances.

The below flow chart reflects the Direct Control & Indirect / No Control level which is helpful to understand the different levels of control at a glance.



Multiple Institutional Focuses of Trade Unions relating to contract labour in India

OBJECTIVES OF THE STUDY

- To study the job satisfaction levels of labour on various job dimensions.
- To study the relationship between the demographical factors of the labour with satisfaction level.
- To measure the satisfaction level of labours on various factors and provide suggestions for improving satisfaction.
- To analyze the current satisfaction level of the labour in the company.

Facilities to be Provided to Contract Labour

The Act has laid down certain amenities to be provided by the contractor to the contract labour for establishment of Canteens and rest rooms; arrangements for sufficient supply of wh facilities and first aid facilities have been made obligatory

The following facilities should be provided to the contract labourers if the contractors do not provide it:

- Rest rooms
- Canteen
- Latrines and urinals
- Drinking water
- First aid facilities

LIMITATIONS OF STUDY

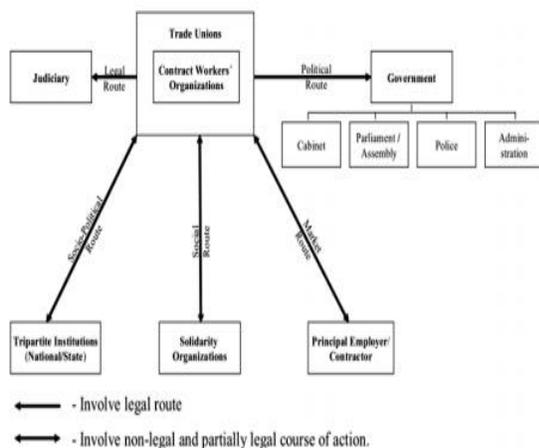
- Time is the major constraint.
- Analysis is based on the responses given by the employees.
- There could be chances for bias from the employees' side to give the socially accepted answer.
- Data bias is very difficult to control and to overcome.
- In designing questionnaire, there could be chances for not including all the factors that affect the employee satisfaction.

III. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It deals with the objective of a research study, the method of defining the research problem, the type of hypothesis formulated, the type of data collected, method used for data collecting and analyzing the data etc. The analysis follows descriptive research method. Descriptive studies aims at portraying accurately the characteristics of a particular group or situation. Descriptive research is concerned with describing the characteristics of a particular individual or a group.

Sample data

Sampling technique used in this study is 'Random sampling'. The sample size taken for this study is 116. In order to gather the data for understanding the level of employee satisfaction level, a sample of 116



respondents were asked to take part in a self-administered questionnaire. The population for the existing research is employees working in public and private sectors of Nellore City. The present study utilizes a non probability sampling technique that is convenience sampling. Convenience sampling is a sampling technique that obtains and collects the relevant information from the sample or the unit of the study that are conveniently available.

IV. CONCLUSION

Finally we conclude that employees are satisfied but the organizations need to improve some of the facilities so that employee would become highly satisfied and the productivity and performance levels also increase. To this purpose the factors chosen for this study good working conditions, Recruitment process, Training and Development, Grievance Handling, Pay and Promotion, Equal Employment Opportunities, level of stress, work timings, welfare programmes. The organizations need to provide good working conditions for the ease of employees to be able to work in an efficient and effective manner. The organizations must provide effective pay and benefits, good welfare programmes, implementation of suitable grievance redressal procedures, recruitment process, equal employment opportunities, safety measures and incentives, promotions, recognition, involvement of employees in decision making process and provide all other motivational factors to increase overall satisfaction level of the employees.

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