

**Employee Job Satisfaction in Mahatma Gandhi National Rural Employment Guarantees Act (MGNREGA) At Ulundurpet (Taluk)**

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**Abstract**

The MGNREGA provides job opportunities to those who are living with unemployed category. It has also focusing the standards of living of the people who engaged in this field. This study has analyzed the employee's intention on their satisfaction level of job. It has covered 50 employees by convenience sampling method and found that, the employees are having higher level of satisfaction on this scheme.

Key words: MGNREGA, Employee, Satisfaction, Salary, Relationship

**Introduction**

Satisfaction is the end feeling of a person after performing a task. To the extent that a person's job fulfills his dominant needs and in consistent with his expectations and values, the job will be satisfying. The feeling would be positive or negative depending upon whether need is satisfied or not. Here the MGNREGA Scheme has been taken up to know the employees job satisfaction. Job

**Meaning**

The term job satisfaction refers to an employee's general attitude towards his job. Job satisfaction refers to a person feeling of satisfaction on the job which acts as a motivation to work. It is not self satisfaction, happiness or self-contentment but the satisfaction on the job.

**Review of Literature**

**Yashika Gupta (2014)** identified in the study that, "The Impact of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on Rural Poverty Alleviation". The following objectives prepared by the researcher that, to study the impact of Poverty Alleviation Programme on Poverty and Employment, to evaluate the performance of MGNREGA and to analyse the impact of MGNREGA on poverty. It has identified that, the MGNREGA has positive impact on employment pattern of women. But the poor implementation across the nation (such as lack of child care facility, worksite facility and illegal presence of contractors) accrued the gender sensitiveness of this Act.

**Sefiya.K.M (2015)** analyzed the "Level of Work Satisfaction among MGNREG Workers in Kerala-A Study with Special Refernce to Women Workers in Thrissur District". The research has been analysed by using the objectives to study about the work satisfaction level of women workers in MGNREG programme in kerala and to analyze the health and sanitation factors availed from the MGNREG programme in kerala. The data has collected from 100 respondents by using the structured questionnaire. It has found from this research that, the state is facing a serious problem of educated unemployment, the unemployment of the rural poor and deprived sections may be even more serious in its implications for survival.

**Research Methodology**

This chapter is comprising the objectives, research design, sampling frame, sampling technique, , method of data collection, questionnaire and the research tools used for the analysis.

## **Objectives**

The following objectives are framed for this study:

- To analyse the level of satisfaction on distribution of salary.
- To know the level of relationship between employer and employees

## **Need for the Study**

The study has been carried out to bring out those difficulties faced by the employees in their respective field and to ban some of the middlemen who controlling the activities of the employees.

## **Methodology**

The methodology is covering research design, sampling frame, sampling technique, pilot study, method of data collection, questionnaire, tools used for the analysis, scope for further research and limitations of the study.

## **Research Design**

The study consists of descriptive research design. The main category of the research design is that the researcher has no control over the variables of salary and relationship. Hence, it can report only the past and present intentions of the employees.

## **Sampling Frame**

The data has collected from 50 employees who are regularly working under this scheme of MGNREGA in Ulundurpet taluk (Arasur, Asanur, Eraiyur, Kalamaruthur and Kanaiyur).

## **Sampling Technique**

The convenience sampling method has been followed for this study.

## **Data Collection**

The study consisting both primary and secondary data collection method.

### **Primary Data**

The questionnaire method has been followed to collect the from the employees directly as a first manner.

### **Secondary Data**

The secondary data collected by the use of text books, journals and from the research websites etc.

## **Questionnaire**

The questionnaire which has prepared by the researcher to collect the data from the employees by following five point likert scale. The scale consisting the strongly agree, agree, neutral, disagree and strongly disagree accordingly in order.

## **Tools for Analysis**

The descriptive analysis, correlation analysis and one way ANOVA has been used to identify the significant level of the collected data.

**Data Analysis and Interpretation**  
**TABLE 1. Distribution of Frequency**

S.No.	Variable	Category	Frequency	Percentage
1.	Age	Below 25 Years	11	22.0
		26-35 Years	14	28.0
		36-45 Years	9	18.0
		Above 46 Years	16	32.0
		<b>Total</b>	<b>50</b>	<b>100.0</b>
2.	Gender	Male	30	60.0
		Female	20	40.0
		<b>Total</b>	<b>50</b>	<b>100.0</b>
3.	Educational qualification	Below 10th	2	4.0
		11 - 12 th	13	26.0
		Graduate	27	54.0
		Others	8	16.0
		<b>Total</b>	<b>50</b>	<b>100.0</b>
4.	Marital Status	Married	44	88.0
		Unmarried	6	12.0
		<b>Total</b>	<b>50</b>	<b>100.0</b>
5.	Nature of Family	Nuclear	32	64.0
		Joint	18	36.0
		<b>Total</b>	<b>50</b>	<b>100.0</b>

**Source: primary data (2016)**

It is observed from the above table that the age of the respondents are divided in to four categories in which there are 22 percentage of the respondents having below 25 years and 28 percentage of the respondents having 26-35 years and 18 percentage of the respondents having 36-45 years and 32 percentage of the respondents having above 46 years of their respective age groups.

The table shows the gender classification of the respondents in which there are 60 percentages of the respondents belong to male and 40 percentages of the respondents belongs to female category of the gender classification.

It is observed the educational qualifications of the respondents. Among them 4 percentage of the respondents are working with the Below 10th and 26 percentage of the respondents are working with the 11<sup>th</sup>-12<sup>th</sup> and 54 percentage of the respondents are working with the graduate and 16 percentage of the respondents are working with the other category of the educational qualifications.

In this table, it is inferred the marital status of the respondents. Among them 88 percentage of the respondents are married and 12 percentage of the respondents are unmarried category of the marital status.

The table observed that 64 percentages of the respondents are living with nuclear and 36 percentages of the respondents are living with joint family.

**TABLE 2. Correlation Analysis between Salary and Employee and Employer Relationship Descriptive Statistics**

	Mean	Std. Deviation	N
SALARY	12.9200	2.34599	50
Employee and Employer Relationship	10.7800	2.09265	50

**Correlations**

		SALARY	Employee and Employer Relationship
SALARY	Pearson Correlation	1	.283(*)
	Sig. (2-tailed)	.	.046
	N	50	50
Employee and Employer Relationship	Pearson Correlation	.283(*)	1
	Sig. (2-tailed)	.046	.
	N	50	50

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

**Source: primary data (2016)**

Ho: There is no significant relationship between salary and employee and employer relationship.

It is observed from the table that, the correlation coefficient analysis has been used to examine the relationship between salary and employee and employer relationship. The p – value = .046 which is significant and therefore, there is a significant relationship between salary and employee and employer relationship.

**TABLE 3. Anova for Different Age Group of the Employees on Distribution of Salary and Employee and Employer Relationship**

Factors	Age	N	Mean	SD	F	p
Salary	Below 25 Years	11	12.36	2.873	.432	.731
	26-35 Years	14	13.00	2.631		
	36-45 Years	9	12.67	1.500		
	Above 46 Years	16	13.38	2.187		
	<b>Total</b>	<b>50</b>	<b>12.92</b>	<b>2.346</b>		
Employee and Employer Relationship	Below 25 Years	11	10.55	2.505	1.388	.258
	26-35 Years	14	10.64	1.823		
	36-45 Years	9	9.89	2.619		
	Above 46 Years	16	11.56	1.548		
	<b>Total</b>	<b>50</b>	<b>10.78</b>	<b>2.093</b>		

Source: primary data (2016)

Ho: There is no significant difference between age groups and salary and employee and employer relationship.

It is observed from the table that, the F- statistic value is 0.432 with a corresponding significant value  $p = 0.731$ . Therefore, the null hypothesis of equal mean scores from the different age groups regarding the salary is getting accepted. Therefore, it can be concluded that the mean scores of individuals regarding the salary of individuals do not differ significantly between the different age groups.

The F- statistic has been computed and it is 1.388 with a corresponding significant level  $p = 0.258$ . Therefore, the null hypothesis of equal mean scores for the different age groups regarding the employee and employer relationship is getting accepted. Hence, it can be concluded that the opinion on the employee and employer relationship do not differ significantly between the different age groups.

**TABLE 4. Anova for Different Educational Qualification of the Employees on Distribution of Salary and Employee and Employer Relationship**

Factors	Educational qualification	N	Mean	SD	F	p
Salary	Below 10th	2	13.00	1.414	.309	.819
	11 - 12 th	13	12.62	2.364		
	Graduate	27	12.85	2.429		
	Others	8	13.63	2.446		
	<b>Total</b>	<b>50</b>	<b>12.92</b>	<b>2.346</b>		
Employee and Employer Relationship	Below 10th	2	11.00	.000	.505	.681
	11 - 12 th	13	11.38	2.329		
	Graduate	27	10.56	1.948		
	Others	8	10.50	2.507		
	<b>Total</b>	<b>50</b>	<b>10.78</b>	<b>2.093</b>		

Ho: There is no significant difference between educational qualification and salary and employee and employer relationship.

It is observed from the table that, the F- statistic value is 0.309 with a corresponding significant value  $p = 0.731$ . Therefore, the null hypothesis of equal mean scores from the different educational qualification regarding the salary is getting accepted. Therefore, it can be concluded that the mean scores of individuals regarding the salary of individuals do not differ significantly between the different educational qualifications.

The F- statistic has been computed and it is 0.505 with a corresponding significant level  $p = 0.681$ . Therefore, the null hypothesis of equal mean scores for the different educational qualification regarding the employee and employer relationship is getting accepted. Hence, it can be concluded that the opinion on the employee and employer relationship do not differ significantly between the different educational qualifications.

### **Suggestions and conclusion**

#### **Suggestions**

- The interventions of the local bodies are in high in this field of task. Therefore, the employees are feel that the job is not assigned frequently.
- Proper inspections are necessary to avoid such illegal activities of the authorities.
- The government should appoint the right person to monitor all the activities of the employees and employers.
- The aged employees are feel very difficult that, they are cheated by the authorities and receiving salaries from the correspondent is very hard who appointed by the banks, therefore, the government has to direct the banks to distribute the salary where the employees living.
- The Biometric system should be implemented to ban the illegal presentation of the employees and to ban the cheatings done by the authorities on the employee presentation.
- There are many employees stated that there is a variation on salary between the employees. So that the government should provide more attention on this problems to provide the uniform salary.
- The job should be assigned as per the monthly basis and the salary should also provide as per the monthly basis. It may help them to move their lifestyle with a good manner.
- The government should punish the authorities very hard while they found in connection with frustration of employees.
- It is also instructed to the card holders that, to retain their card with themselves to shows the honesty of their task.

#### **Conclusion**

It is concluded that, this MGNREGA SCHEME is changing the lifestyle of the employees by the way of providing the employment opportunities to the educated and uneducated people. There majority of them is living only by the basement of this scheme at present but they feel that there are some frustrations happening by some authorities who engaged in the position of controlling this scheme. This study has been framed to know the level of distribution of salary and the relationship between the superior and subordinator. It has also analysed by the use of descriptive analysis, correlation analysis and analysis of variance (ANOVA). It is found that the employees are having job satisfaction on the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA).

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