



Level of Satisfaction among Mgnrega Workers in Thiruvananthapuram District

***N. Seetha Lekshmi ** Dr. R. Rathiha**

* Research Scholar, Women's Christian College, Nagercoil-1

**Associate Professor of Commerce, Women's Christian College, Nagercoil-1.

ABSTRACT

Mahatma Gandhi National Rural Employment Guarantee Act in India has been passed in the year 2005 in the Parliament, and it was enacted in 2006. The programme is self-targeted in nature and is designed to provide 100 days of employment to rural households and to serve as safety net. The enactment of Act can be seen as a significant step towards the initiative to operationalise the right to work as per the directive principles of Indian Constitution. The study analyzes the work satisfaction of MGNREGA workers in Kerala. It investigate satisfaction level according to socio economic factors and work satisfaction variables like, wages, working condition, working days. The study is based on actual beneficiaries i.e. the MGNREGA workers who are actively participating in the scheme. The study is based on primary data through interview schedule and group discussions in six grama panchayat in Chirayinkeezhu block in Thiruvananthapuram District in Kerala State.

Key Words: MGNREGA, Working Condition, Work Satisfaction, Working days.

INTRODUCTION

Social and economic development is the main aim of rural development for rural people, especially to bring about sustained improvement in their living condition through an increase in their income and access to social goods. The status of women is intimately connected with their economic status, which in turn, depends upon rights, roles and opportunity for the participation in economic activities. The economic status of women is now accepted as an indicator of a societal development stage. However, all development does not result in improving women economic activities. Pattern of

women activities are affected by the prevailing social ideology and are also linked with the stage of economic development. Government implements different programmes to improve the social and economic development in rural India.

The mandate of the Act is to provide 100 days of guaranteed wage employment on demand in a financial year to every household whose adult members volunteer to do unskilled manual work. Besides having the potential of creating useful assets, strengthening democracy and decentralization by affecting transparency and accountability this flagship programme

of the Government Endeavour's to empowerment of the socially disadvantaged, especially women, Scheduled Castes and Scheduled Tribes, through the processes of a rights-based legislation. Thus, MGNREGA with twin objectives of rural employment and development has been perceived as a powerful instrument for inclusive growth in rural India because of its triple impact on social protection, livelihood security and democratic empowerment. It stipulates that employment generating works must be targeted towards a set of specific rural development activities.

OBJECTIVES OF THE STUDY

1. To analyze the *satisfaction level according to socio economic factors* of workers in MGNREGA programme

2. To study about the work satisfaction level of workers in MGNREGA programme.

METHODOLOGY

The sample for the purpose of the study has been collected from the 600 respondents of MGNREGA workers in Thiruvananthapuram District. Data collected through structured questionnaire and collected data has been presented through different tables. Primary data were collected for this study. Primary data are collected from 600 respondents, who belong to marital status, caste and education status. A Proportionate Stratified Random Sampling technique has been adopted for selecting the samples

ANALYSIS AND INTERPRETATION

. The section presents the results of data analysis and concludes with satisfaction level of the MGNREGA respondents.

1. Sex wise Distribution of the respondents according to their satisfaction level under MGNREGA:

TABLE 1

SEX WISE DISTRIBUTION OF THE RESPONDENTS ACCORDING TO THEIR SATISFACTION LEVEL UNDER MGNREGA

Sl. No	Sex	Satisfaction level			
		Satisfied	Partially satisfied	Not satisfied	Total
1	Male	85(18.76)	32(35.16)	23(41.07)	140(23.33)
2	Female	368(81.23)	59(64.83)	33(58.92)	460(76.66)
	Total	453(100)	91(100)	56(100)	600(100)

Note: Data in parenthesis is percentage

Source: Primary Data

Table 1 indicates the Sex wise distribution of the respondents according to their satisfaction level under MGNREGA. Data shows that Out of 453 respondents who were completely satisfied with the scheme ,18.76 percent were male ,81.23 percent respondents were female .out of total respondents (91 respondents) who were partially satisfied with the scheme ,among them 35.16 percent were male and 64.83 percent respondents were female and the respondents who were not satisfied with the scheme ,only 56 respondents , among them 23 were male and 33respondent was female.

2. Marital status of the respondents according to their satisfaction level under MGNREGA

TABLE 2
MARITAL STATUS OF THE RESPONDENTS ACCORDING TO THEIR
SATISFACTION LEVEL UNDER MGNREGA

Sr.No	Marital status	Satisfaction level			
		Satisfied	Partially satisfied	Not satisfied	Total
1	Married	365(86.69)	49(11.63)	7(1.66)	421
2	Unmarried	3(50.00)	2(33.33)	1(16.66)	6
3	Widow/widower	100(58.82)	50(29.41)	20(11.76)	170
4	Separated	1(33.33)	2(66.66)	-	3
5	Total	469	102	29	600

Note: Data in parenthesis is percentage

Source: Primary Data

Table 2 represents the marital status-wise distribution of the respondents and their satisfaction level under MGNREGA. Out of 421 respondents who were married, 86.69 percent out of them were completely satisfied with MGNREGA, 11.63 percent were partially satisfied and remaining but less than 2 percent (1.66 percent) was not satisfied with MGNREGA. And 6 respondents who were unmarried, out of them 50 percent were satisfied, 33.33 percent were partially satisfied and 16.66 percent were not satisfied with this scheme. 170 respondents who

belonged to widow/widower, among them 58.82 percent were satisfied, 29.41 percent were partially satisfied and 11.76 percent were not satisfied with this scheme. Only few of them are separated. So the majority of our sample was completely or partially satisfied with this programme.

3. Caste- wise Distribution of the respondents according to their satisfaction level under MGNREGA:

TABLE 3
CASTE- WISE DISTRIBUTION OF THE RESPONDENTS ACCORDING TO THEIR SATISFACTION LEVEL UNDER MGNREGA:

Sl. No	Caste group	Satisfaction level			
		Satisfied	Partially satisfied	Not satisfied	Total
1	SC	121(72.02)	39(23.21)	8(4.76)	168(100)
2	ST	166(86.01)	20(10.36)	7(3.62)	193(100)
3	OBC	131(90.97)	11(7.63)	2(1.38)	144(100)
4	General	87(95.60)	4(4.39)	4(0.01)	95(100)
5	Total	505	74	21	600(100)

Note: Data in parenthesis is percentage

Source: Primary Data

Table 3 indicates the caste-wise distribution of the respondents and their satisfaction level under MGNREGA. Out of 168 respondents who belonged to SC castes, 72.02 percent were satisfied with the present programme, 23.21 percent was partially satisfied and 04.76 percent out of total SC castes respondents were not satisfied with MGNREGA. And majority of the respondents belonged to ST Caste, Out of 193 respondents among them 86.01 percent were satisfied, 10.36 percent were partially satisfied and (3.62 percent) respondents were not satisfied with this scheme. Out of the 144 respondents belonged to other backward class, among them 90.97 percent respondents were completely satisfied with MGNREGA and 7.63 percent were partially satisfied with this scheme and rest 1.38 percent were not satisfied with MGNREGA.

Out of 91 respondents who belonged to General castes, 95.60 percent were satisfied with the present programme, 4.39 percent was partially satisfied and 0.01 percent of the respondents, who belonged to General caste, were unsatisfied with MGNREGA.

4. Education level of the respondents according to their satisfaction level under MGNREGA:

TABLE 4
EDUCATION LEVEL OF THE RESPONDENTS ACCORDING TO THEIR SATISFACTION LEVEL UNDER MGNREGA

Sl.No	Education Level	Satisfaction level			
		Satisfied	Partially satisfied	Not satisfied	Total
1	Illiterate	127(90.07)	14(9.92)	-	141(100)
2	Primary	119(90.83)	9(6.87)	3(2.21)	131(100)
3	Middle	210(88.23)	28(11.76)	-	238(100)
4	High School	68(83.95)	5(6.17)	8(9.87)	81(100)
5	Higher Secondary	6(66.66)	1(11.11)	2(22.22)	9(100)
6	Total	530	57	13	600

Note: Data in parenthesis is percentage

Source: Primary Data

Table 4 reveals the education level and satisfaction level wise distribution of the respondents. Out of 141 respondents who belonged to illiterate, 90.07 percent were completely satisfied with MGNREGA and rest 9.92 percent were partially satisfied with this scheme, none of the respondents who were illiterate were unsatisfied with this programme. Out of 131 respondents who belonged to primary level, 90.83 percent were completely satisfied with MGNREGA and 6.83 percent were partially satisfied with this scheme. Only 2.21 percent of the respondents who were primary level were unsatisfied with this programme. The respondents,

who were studied up to middle level, among them 88.23 percent, were completely satisfied with Mahatma Gandhi NREGA and rest 11.76 percent were partially satisfied with this scheme. The high school respondents were 81, among them 83.95 percent respondents were satisfied with this programme, 6.17 percent were partially satisfied and 9.87 percent respondents were not satisfied with MGNREGA. The respondents who were Higher secondary, 66.66 percent among them were satisfied, 11.11 percent were partially satisfied and rest 22.22 percent respondents were not satisfied with the present programme.

5. DISTRIBUTION OF THE RESPONDENTS ACCORDING TO EMPLOYMENT AVAILABILITY IN A YEAR

TABLE 5
DISTRIBUTION OF THE RESPONDENTS ACCORDING TO EMPLOYMENT AVAILABILITY IN A YEAR

Gender	Employment available in a year						Total
	Less than 20 days	21-40 days	41-60 days	61-80 days	81-100 days	Above 100 days	
Male	3(50.00%)	3(25.00%)	45(23.31%)	53(20.55%)	31(26.73%)	5(33.34%)	140(23.34%)
Female	3(50.00%)	9(75.00%)	148(76.69%)	205(79.45%)	85(73.27%)	10(66.66%)	460(76.66%)
Total	6(100%)	12(100%)	193(100%)	258(100%)	116(100%)	15(100%)	600(100%)

Note: Data in parenthesis is percentage

Source: Primary Data

Table 5 shows the classification of the respondents according to employment availability in a year under MGNREGA. Out of the total sample 6 respondents worked under MGNREGA up to 20 days, among them 50.00 percent respondents were male and rest 50.00% respondents are female. 12 respondents were employed under MGNREGA 21-40 days, among them 25.00 percent respondents are male and 75.00 percent respondents are female. 193 respondents got employment under MGNREGA for 41-60 days, among them 23.31 percent respondents are male and 76.69 percent respondents are female. Out of total sample 258 respondents were earning

their livelihood from MGNREGA for 61-80 days, out of this 20.55 percent of respondents are male and 79.45 percent of respondents are female. 116 respondents got employment for 81-100 days in a year under MGNREGA, among them 26.73 percent respondents are male and 73.27 percent respondents are female. And out of the total sample, 15 respondents not only completed their 100 days work under MGNREGA in a financial year but also they worked a few days more than 100 days about 106 days in a year.

6 LEVEL OF WORK SATISFACTION AMONG MGNREGA WORKERS

Table 6

LEVEL OF WORK SATISFACTION AMONG MGNREGA WORKERS

Variables	Categories	No of respondents	Percentage
Satisfaction in working days	Highly Satisfied	20	3.33
	Satisfied	60	10
	Neutral	190	31.66
	Dissatisfied	200	33.33
	Highly Dissatisfied	130	21.66
Satisfaction in working condition	Highly Satisfied	50	8.33
	Satisfied	70	11.66
	Neutral	250	41.66
	Dissatisfied	100	16.66
	Highly Dissatisfied	130	21.66
Satisfaction in wages	Highly Satisfied	68	11.33
	Satisfied	92	15.33
	Neutral	120	20
	Dissatisfied	240	40
	Highly Dissatisfied	80	13.33

Table 6 reveals that satisfaction level of women beneficiary in MGNREGA. Satisfaction level of number of working days provided under the MGNREGA, majority of 330(54.99%) dissatisfied about the working days. Majority of the respondents are dissatisfied and highly



dissatisfied 320(53.33%) about wage provided under MGNREGA. Satisfaction in working condition of MGNREGA, highly satisfied, satisfied and neutral 370 (61.65%) and remaining 230(38.32%) are dissatisfied and highly dissatisfied, its shows around 62% are satisfied by the working condition and remaining respondents are dissatisfied by the working conditions of MGNREGA. From the above table concluded that majority of the MGNREGA members dissatisfied the above said factors.

SUGGESTIONS

Respondents are not satisfied with the number of working days provided through MGNREGA. So Government try to increasing the number of working days of the scheme. Government try to increase the wage provided under MGNREGA because respondents dissatisfied with the present wage. Need to improve the working condition of the Scheme.

CONCLUSION

The study has revealed that the socio-economic condition of the women regularly working under the MGNREGA scheme in the rural area. They are the really needy people. This study concludes that the scheme does not improve the expected level of socio economic conditions of rural women. Through increasing the number of working days and wages, rural women improve the income level. Though the socio-economic conditions have improved gradually, but to fasten the rate of improvement some developmental initiative can be integrated with the scheme mainly targeting those women who are working regularly under the scheme for long periods. A multiple scheme and multiagency approach could also be a fruitful idea for the development of socio economic conditions of rural women.

REFERENCES

- [1] . Kumar Anandharaja P. and Well Haorei, "Impact Assessment of MGNREGS on Rural Migration" *Kuruksetra*, Vol.59, No.10, December 2010, pp. 26-28.
- [2] . Kumar Vijay S., "Mahatma Gandhi National Rural Employment Guarantee Act: A Review" *Kuruksetra*, Vol.59, No.3, January 2011, pp. 10-12.
- [3] "A Study on the Performance of NREGS in Kerala", Department of Extention Education Gandhiram Rural Institute, Dindigul District Tamilnadu. Page no -111
- [4] Golden, S. A. R. (2011). An Analysis Of Mental Stress In Heavy Alloy Penetrator Project, Tiruchirappalli. *SELP Journal of Social Science*, 13.
- [5] Golden, S. A. R. (2016). Subscribers' satisfaction Towards Mobile Communication Service Providers In Thoothukudi District–A Study. *International Journal of Current Research and Modern*



Education (IJCRME), ISSN (Online):
2455, 5428.

[6] Golden, S. A. R. (2017). *Recent Research in Social Sciences & Humanities*. EduPedia Publications (P) Ltd.

[7] Rao Mohan V. "Employment Guarantee Scheme is a life line for the Vulnerable Sections" *Kuruksetra*, VOL.56, No.8 June 2008, pp. 46-48.

[8] Regi, S. B., & Golden, S. A. R. (2014). A Study On Attitude Of Employee Towards Working Environment With Special Reference To RR Pvt Ltd. *Review Of Research*, 2 (2), 1, 5.

[9] Regi, S. B., Golden, S. A. R., & Franco, C. E. (2014). Self Employment As Sustainable Employment"-A Study On Self Employed Women's Association (Sewa) Gujarat, India. *Indian Streams Research Journal*, 4 (2), 1, 5.