

SOCIO-ECONOMIC ANALYSIS OF INDUSTRIAL WORKERS: A CASE STUDY OF JHARSUGUDA DISTRICT, ODISHA

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Abstract: The growth of a nation is intertwined with the growth of industry and qualified and efficient labour force is a prerequisite for a growing and successful industry. Therefore, this paper makes an attempt to present the socio-economic scenario of industrial workers employed in a manufacturing industry i.e. Vedanta Aluminium Limited Plant in Jharsuguda district of Odisha. The analysis of the data indicates that industrial workers surveyed are predominantly young, have the modern means of entertainment and fast communication which is consistent with the maxim that economic prosperity is accompanied with industrialisation. No relationship is found between the job satisfaction level with the educational level and age structure of the industrial workers whereas there is significant statistical difference found between the job satisfaction level with the caste structure of the industrial workers.

Key Words: Socio-Economic, Industrial Workers, Manufacturing, Job Satisfaction

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1. Introduction

Economic Development of a nation in modern parlance can't be discussed without including Industrialisation in its ambit. The growth of a nation is intertwined with the growth of industry. The historical experience of the present day developed nations suggests that one important determinant of economic growth is industrialisation. Dellas and Koubi(2001) argue that the industrialisation of labour is the main engine of growth during the early stages of economic development. They emphasize the effects of investment on the composition of the labour force, and unlike recent claims pointing to industrialisation via equipment investment, they suggest that employment industrialisation policies may hold the key to success in the developing countries. Historical facts suggests that generally industrialisation is accompanied with higher level of income. It provides impetus for rapid economic growth. Thus growth of the industry is a sine-qua-non for growth of the country.

In so far as India is concerned, Post liberisation, sustained higher GDP growth has boosted the overall economic environment. Economy has been transformed from predominantly agrarian into service & industry dominated and it is known that Manufacturing holds a key position in the Indian economy, accounting for nearly 16 per cent of real GDP in 2014 and employing about 13.0 per cent of India's labour force.

However growth of the industry can't be seen in isolation without focussing on the contribution of millions of workers who propels the wheels of Industrialisation. Majority of them are engaged in informal employment and a large percentage have low earnings with limited or no social protection. Qualified and efficient labour force is a perquisite for a growing and successful industry. Efficient labour force makes proper use of the scarce natural resources of the country. Sincere, dedicated, devoted, hardworking and intelligent labour force helps the country to march on the path of development.

Objectives

Taking into consideration the significance of the industrial workers, the broad objectives of the study set are three fold.

- To assess the socio-economic conditions of the industrial workers.

- To analyse the educational level of workers.
- To examine the income and expenditure pattern of the industrial workers.

Hypothesis

The following hypothesis are set up for analysing the relationship between job satisfaction with the education status, age structure and caste of the workers.

H1 There is no significant relationship between education of the workers and job satisfaction level.

H2 There is no significant relationship between age of the workers and job satisfaction level.

H3 There is no significant relationship between caste of the workers and job satisfaction level.

Study Area

The sample data of this study is obtained from the district Jharsuguda of Odisha. It is located in the western part of Odisha and lies between 21⁰ 31' to 22⁰ 3' North latitude and 83⁰ 27' to 84⁰ 23' East longitude. It is bounded by Sundargarh district in the North, Sambalpur district in the East, Baragarh district in the west and Madhya Pradesh State in the North West. The district covers an area of 2081 sq. km. which constitutes only 1.34% of the State total geographical area. The district Jharsuguda has special significance owing to its industrial and consequently overall economic development in the region. Abundance of raw materials in the vicinity leading to lower transportation cost coupled with factors like better connectivity has led to proliferation of industries predominantly sponge iron & power. This has contributed to overall poverty reduction by generating mass scale employment.

2. Review of literature

A scholar undertaking research in order to have a holistic analysis has to delve into the repository of the specific study done hitherto on the subject that are relevant and pertinent to the research topic undertaken. Hence, review of literature forms an integral & inextricable part of the research.

Baldev R Sharma (1974) in his study presented the behavioural and attitudinal dimensions of the industrial worker which examined some social aspects of workers which shows that automobile

workers were not very ambitious with regard to occupational aspirations neither in terms of highest job nor the amount of money they thought they would earn in the present company and the workers are moderately committed to industrial work.

Indrani Mukherjee (1985) inquired the socio economic and socio political behaviour of industrial workers specially jute industry workers. By examining the socio-economic characteristics of sample jute workers and certain aspects of their occupational behaviour such as job commitment, job satisfaction and trade union involvement the study finds that a large proportion of workers devoted themselves entirely to industrial occupation having little interest in land or agriculture due to increasing pressure on land, progressive labour legislation, increased and standardized wage rate, abolition of sardari and contract system of recruitment and introduction of various social security and welfare measures.

K. Hanumantha Rao & M. Madhusudhana Rao (1993) made an attempt to throw light on the socio-economic conditions of jute workers. The study stated that an enquiry into the socio-economic conditions of the workers is highly useful as it provides an important basis to understand the quality of labour force on the one hand and to make appropriate policy decisions aimed at increasing their performance and effectiveness on the other.

N. R. Seth (1977) provided necessary information about the social background of industrial workers. The study highlighted the social and economic background of industrial workers over fifty years ago during the initial stages of industrialization in the country and then compared with the recent research papers which gives the conclusion that industrial workers are drawn from all sections of society and labour legislation & social security in work made the worker more committed towards the work and they have a positive attitude for working in factory.

Naik & Pradhan(2003) highlighted the importance of the workers in industrialisation process and in promoting sustainable development. They focussed on the various dimensions of the workers such as working condition, working environments, occupational hazards & industrial accidents and income generation etc. The authors also tried to correlate the working environment with the efficiency of the workers. The study found that the working condition and the work environment

are not congenial to the health of the workers which gives rise to the industrial fatigue and feeling of frustration among the workers. Finally the study conclude with the suggestions that the government should create ideal industrial environment and good working conditions for the workers which leads to strengthen the country' economy.

Sivanesan (2013) examined the socio-economic conditions of women workers in cashew industries of Kanyakumari district. In the study the author tried to examine the working condition, income pattern, and living condition and analysed the problems they face. By examining the situation it can be conclude that women are facing a lot of problems in their working environment. Their socioeconomic status will be improved only if adequate measures are taken to overcome their problems.

Sunanda Sen and ByasdebDasgupta (2006) focused on the economic status of labour in the organised manufacturing industries of India as organised labourer have the symbolic presence in the economy in terms of labour power vis-à-vis capital and the state. The paper also explored the employment status of the working population, wages and other benefits as are related to the job contract, along with the social sector support by linking them up to the growth of respective industries. The empirical findings of the study shows that rise in capital labour ratio in certain industries has helped displacing labour in the age of globalization and the share of contractual labour, is high in most industries. Volatility in employment growth is observed in the post-reform period.

3. Data and Methodology

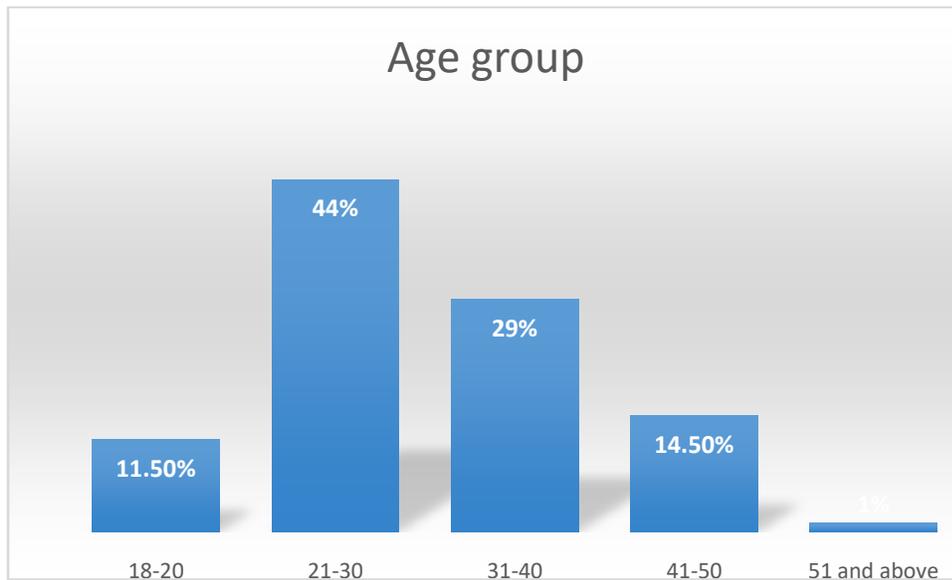
The study is based on both primary and secondary data. The primary data is collected from 200 industrial workers selected randomly in Vedanta plant of Jharsuguda district through a well-planned questionnaire to gather information regarding their socio-economic condition. Data is also collected from District Industrial Centre (DIC), Jharsuguda regarding the information about total number of employees in the plant. Secondary data are collected from books, journals, websites etc. The present study used simple percentage analysis and chi-square test for the analysis of collected data.

4. Result and Discussion

Socio economic condition of industrial workers:

4.1 Age distribution: Figure 1 shows that 44% of the workers are in young & energetic age group that is in 30s whereas 29% in 40s and 11.5% are in between 18 to 20 years. Though only 1% of workers are above the age of 51.

Fig 1



Source: field survey

4.2 Educational Status: Education plays a vital role in skill development. Table 1 explains that basic education is common among the industrial workers i.e. 84.5% workers have the education up to secondary level followed by intermediate level i.e. 12.5% and 3% workers have only primary level of education.

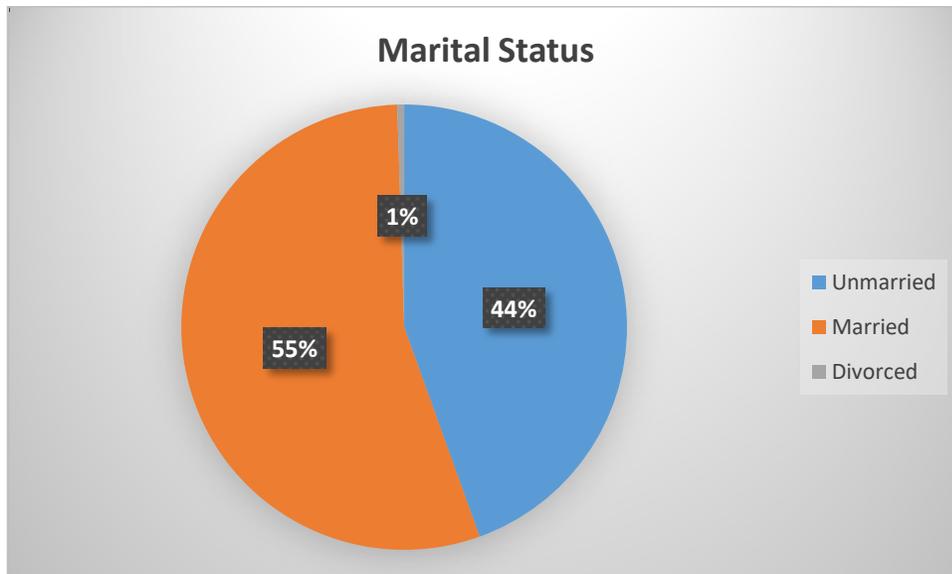
Table – 1 Educational status of total workers under study

Education	no of workers	Percentage
Up to primary	6	3.0
Up to secondary	169	84.5
Intermediate	25	12.5
Total	200	100.0

Source: field survey

4.3 Marital Status: In so far as Conjugal relationship is concerned figure 2 shows that more than half of the industrial workers i.e. 55% are married while 44% workers are found to be unmarried. Only 1% workers are found as divorced workers.

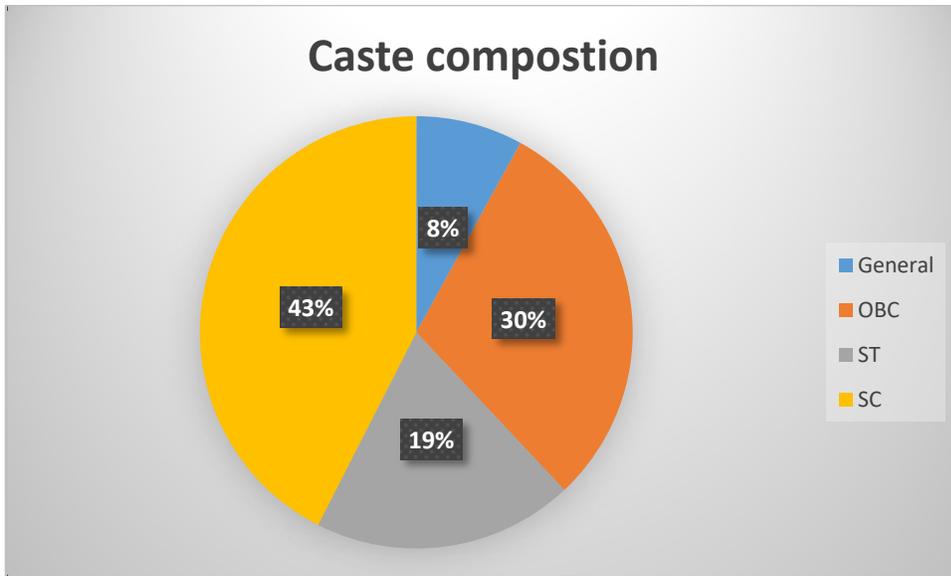
Fig 2



Source: field survey

4.4 Caste composition: It's said that the caste system is a social stratification of Indian society in which identity is necessary for skill, education and earning level of workers. From the study it can be inferred that scheduled castes constitutes 42.5% among the industrial workers followed by OBC (30%) followed by scheduled tribes (19.5%) and only 8% of the workers are general category.

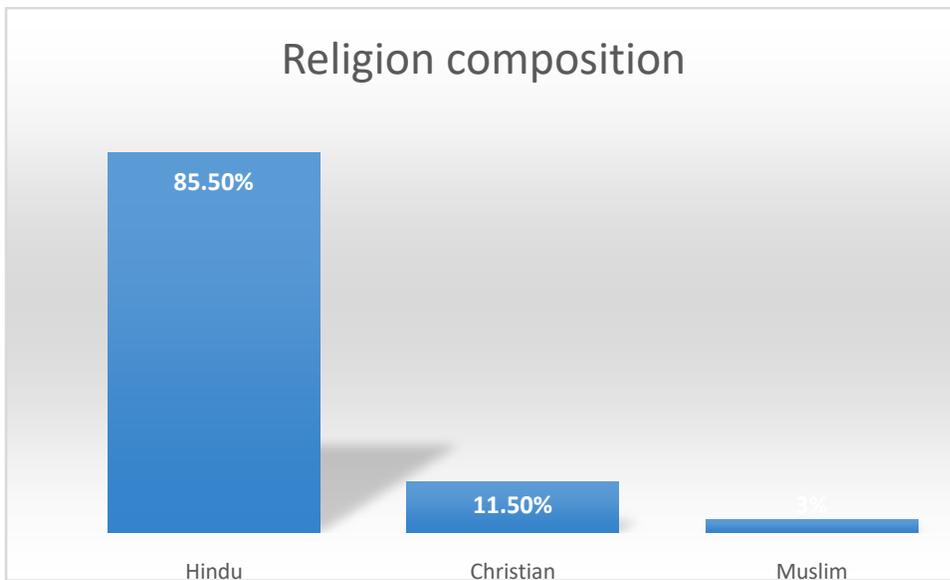
Fig 3



Source: field survey

4.5 Religion composition: Religion is a vital factor as far as socio economic background of the industrial workers is concerned. The figure 4 shows that 85.5% of the workers belonged to the Hindu religion where as 11.5% workers follow Christian religion and only 3% workers belonged from Muslim community.

Fig 4



Source: field survey

4.6 Place of origin (state wise): The industrial workers are by nature migrant which is easily proved by the table 2. Table 2 shows that only 46% of workers belonged to own state Odisha and 54% workers are migrated from other states. The maximum migrants are from Maharashtra and Uttar Pradesh i.e. 18.5% & 19% respectively. While 8% workers are arrived from Andhra Pradesh, 3% from Chhattisgarh, 2% from Jharkhand, 1.5% from Bihar and 0.5% each from Delhi & Haryana.

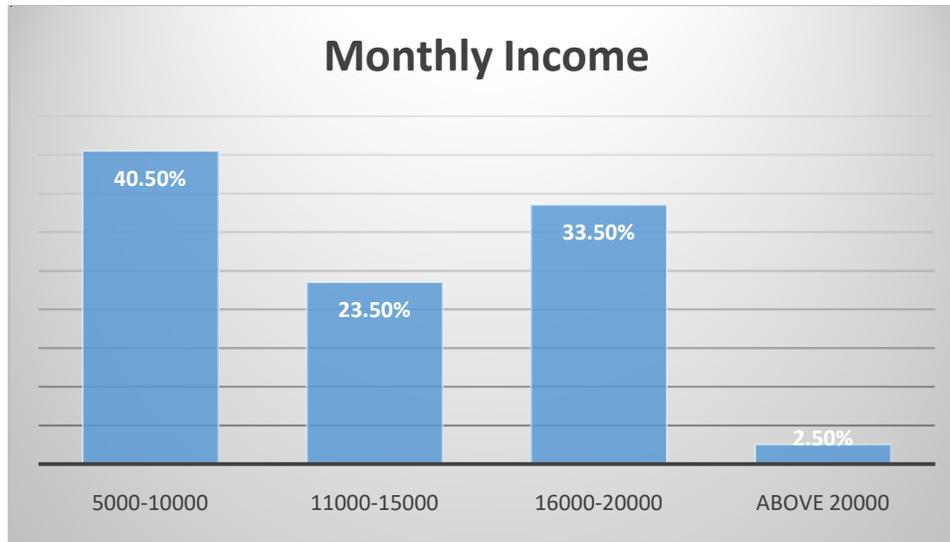
Table – 2 Place of origin of total workers under study

State	no of workers	Percentage
Odisha	92	46.0
Jharkhand	4	2.0
Chhattisgarh	6	3.0
Maharashtra	37	18.5
UP	38	19.0
Bihar	3	1.5
AP	16	8.0
WB	2	1.0
Delhi	1	0.5
Haryana	1	0.5
Total	200	100.0

Source: field survey

4.7 Income status: Income is the true reflection of economic status and social position of a worker. Figure 5 depicts the level of income of the industrial workers in Vedanta industry. It can be deduced from the figure that 40.5% workers earned between 5000-10000 rupees while 23.5% earned between 11000-16000 and 33.5% workers earning ranged between 16000-20000. Only 2.5% workers earned above 20000 rupees.

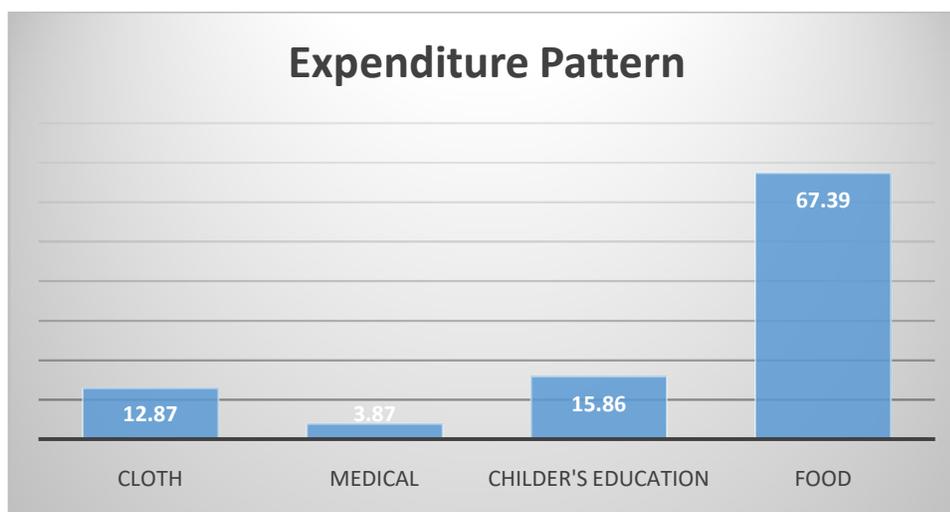
Fig 5



Source: field survey

4.8 Expenditure Pattern: Figure 6 gives an analysis of the percentage share of the spending done by the worker in a month on various items like food, clothes, health, house and children's education. It is clearly seen that about 67% of expenditure is done on food items. Now the workers know the value of the education, therefore, their next biggest expense is education of children at about 16%. Clothing is another items on which workers spend more than 13% of their expenditure. On health its very low at 4% since they are covered under ESI.

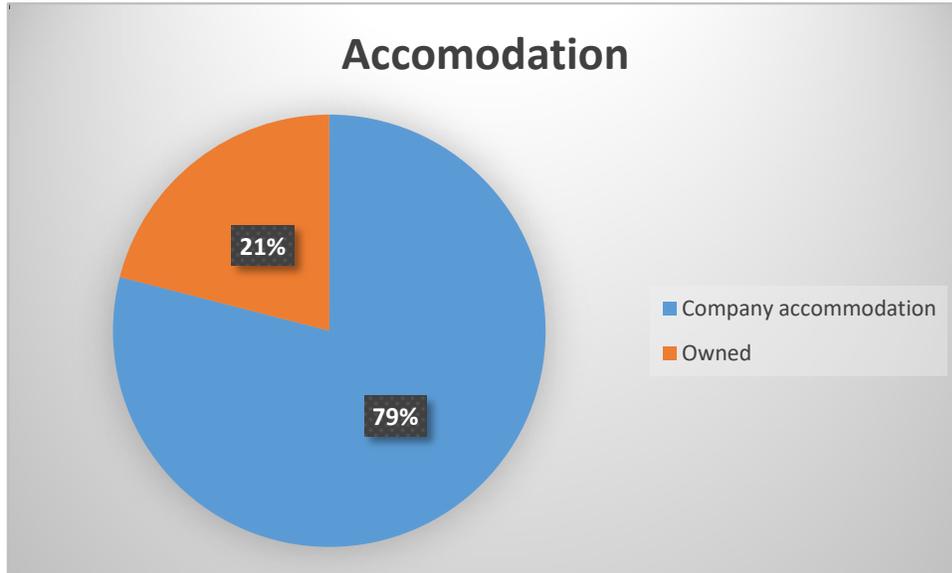
Fig 6



Source: field survey

4.9 Accommodation:Expenditure pattern suggest that expenditure on housing is Zero. This is due to the fact that 79% are in company owned house & 21% have their own house.

Fig 7



Source: field survey

4.10 Ownership of assets:Ownership of assets signifies the status and standard of living of a family. From the above table it can be revealed that every worker have television, fan and mobile phone whereas the ownership of washing machine and AC is very negligible i.e. 3% on the other hand 48% workers owned refrigerator and 51% workers have two-wheeler.

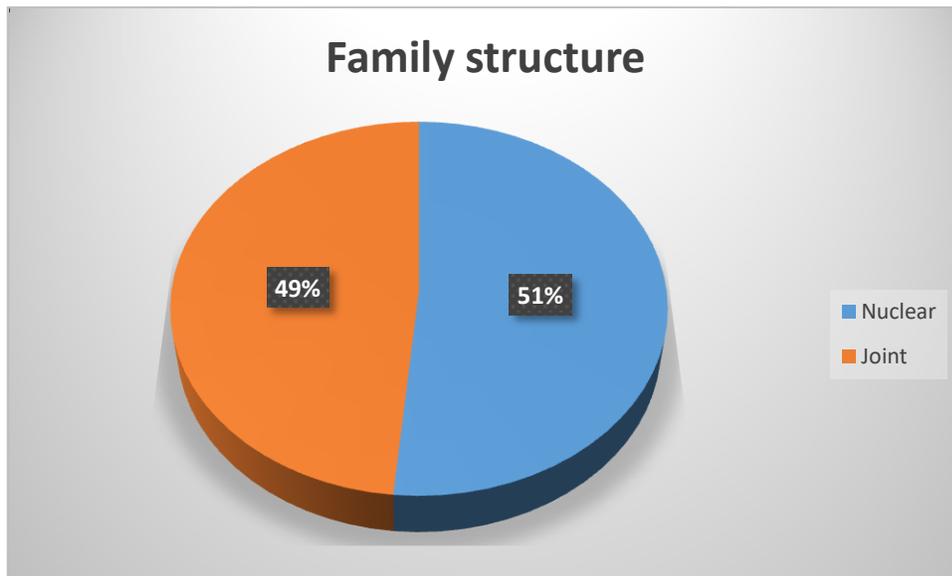
Table – 3Ownership of assets of total workers under study

Assets	no of workers	Percentage
Television	200	100.0
Fan	200	100.0
Mobile phone	200	100.0
Refrigerator	96	48.0
Two-wheeler	102	51.0
Washing machine	6	3.0
AC	6	3.0

Source: field survey

4.11 Family Structure: Due to the growth of industrialisation and urbanisation joint family system loses its importance and there is greater emergence of nuclear family. The study also confirms this fact, though there are no so much difference i.e. 51.5% of workers constitute nuclear family system.

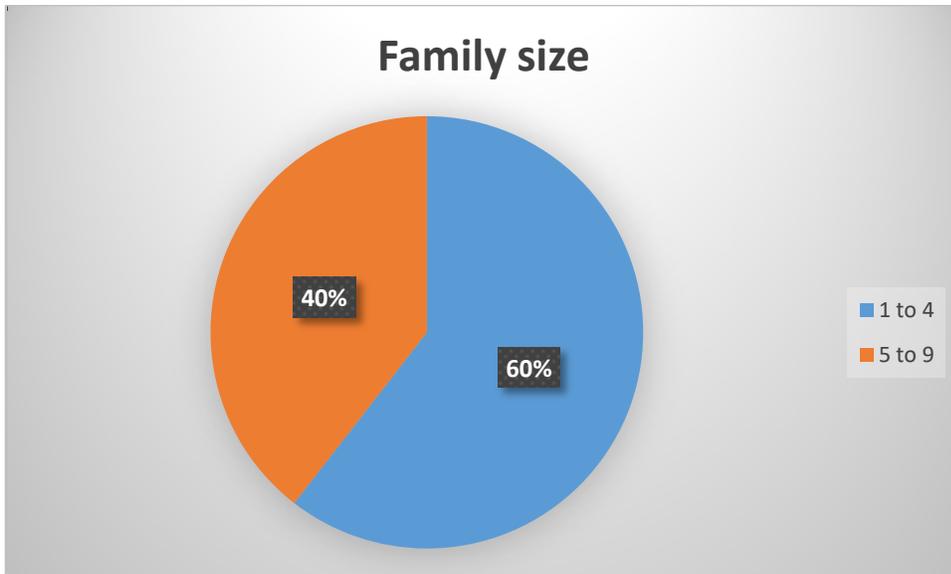
Fig 8



Source: field survey

4.12 Family size: The size of the family system determines the economic condition of the workers because it has decides the expenditure system of the workers and now the population are aware about benefits of small family which is reflected in the table i.e., 60.5% of workers have family size between 1-4.

Fig 9



Source: field survey

4.13 Chi-square analysis between education of the workers and job satisfaction level: This analysis shows the relationship between educational status and job satisfaction level with the chi-square tests.

Table-4

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.311 ^a	2	.519
Likelihood Ratio	1.389	2	.499
Linear-by-Linear Association	1.299	1	.254
N of Valid Cases	200		

Source: field survey

The table value at the 5% level of significance is 5.991 and calculated value is 1.311. Table value is greater than the calculated value therefore H_0 is accepted. Hence there is no significant statistical difference between educational status and job satisfaction level of the industrial workers.

4.14 Chi-square analysis between age of the workers and job satisfaction level: This analysis shows the relationship between age of the workers and job satisfaction level with the chi-square tests.

Table-5

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.139 ^a	5	.149
Likelihood Ratio	8.526	5	.130
Linear-by-Linear Association	3.099	1	.078
N of Valid Cases	200		

Source: field survey

The table value at the 5% level of significance is 11.070 and calculated value is 8.139. Table value is greater than the calculated value, therefore, H₂ is accepted. Hence there is no significant statistical difference between age structure and job satisfaction level of the industrial workers.

4.15 Chi-square analysis between caste of the workers and job satisfaction level: This analysis shows the relationship between caste of the workers and job satisfaction level with the chi-square tests.

Table-6

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.649 ^a	3	.014
Likelihood Ratio	10.322	3	.016
Linear-by-Linear Association	9.583	1	.002
N of Valid Cases	200		

Source: field survey

The table value at the 5% level of significance is 7.815 and calculated value is 10.649. Table value is less than the calculated value therefore H₃ is rejected. Hence there is significant statistical difference between caste and satisfaction level of the industrial workers.

5. Conclusion

Since, not much of studies earlier have focussed in organised sector, the study has tried to interpret various facets/aspects of socio-economic scenario. Demography suggest that mostly the employed population is predominantly young, qualified and consistent with millennial aspiration .Every worker has the means of entertainment, tools of fast communication .Nuclear family's share clearly reflects the shift consistent with industrialisation. Economically & socially backward caste constitutes half of the total workforce. Ownership of assets & expenditure pattern clearly reflects their disposable income & purchasing power. Its clearly demonstrated by study that they have security of housing & medical facilities which acts as a great motivation for the work force.

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