

A STUDY ON ECONOMIC WELL BEING OF INDUSTRIAL WORKERS IN GOA

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Abstract— For proper functioning of any industry its management has to take proper care and has to establish proper co-ordination between man, material, money, machine and information. Among all these management of workers is the clumsiest job because they are driven by emotions. A considerable amount of research shows that a better lifestyle gives a greater sense of satisfaction both at home as well as at workplace. Lifestyle is often considered as an index or a measure of Economic well being of any individual. Having a better lifestyle is the driving force which makes an industrial worker to work. The Economic well being was evaluated by the data obtained from the responses from a questionnaire consisting of questions related to factors which determine its state. Study was conducted from a sample of industrial workers working in the Indian state of Goa in the year 2012. A total of 79 workers out of 102 (78%) responded to scales that assessed their economical well being. Then a simple model was proposed and was tested with Structural Equation Modeling (SEM) software AMOS. The results were evaluated by using mathematical statistical formula.

Keywords: Economical well being, Quality of life, Primary and Secondary needs, Future security.

Introduction: Managing the works and the industrial workers at any industry is quite a difficult activity. Every year, many workers leave their jobs and migrate either to some other industry or to some other geographical locations [1][2][3]. It is a well researched fact that the prime cause behind this migration is that every worker wants a higher quality of life [4]. Quality of Life (QOL) has various definitions and sometimes they are overlapped. This can be seen from the definition of QOL developed in the last decade. The development of measurement model of QOL includes six main aspects in life such as (1) Social Well being, (2) Physical well being, (3) Psychological well being, (4) Cognitive well being, (5) Spiritual well-being and (6) Environmental well-being [5]. The larger parts of the indicators of quality of life theoretically can be classified in to 6 main theory concepts: (a) Development of socio – economy, (b) Personal satisfaction, (c) Justice for the society, (d) Human development, (e) sustainability and (f) functionality [6]. So, it is evident that the level of Economic well being is a vital component of anyone's Quality of Life. Economic well – being offers a holistic view of the contribution made by people, households, businesses and communities to a healthy economy and society. It allows this contribution to be described in terms of their output, their wages and profits. It also reflects other inputs that these individuals and groups can make to economic health, and the positive and negative social and environmental outcomes of these inputs. Economic well-being tends to take a wider perspective than that provided by traditional economic policy objectives, such as raising productivity. It recognizes that those who are active as employees or who run business are not the only contributors to healthy economies. People, whose primary economic activity is as consumers of goods and services, also contribute to economic well-being. As well as having positive economic outcomes, social enterprises can positive economic outcomes, social enterprises can positively impact on the environment – for example through a local energy generation initiative – and have positive social impacts – for example through a community nursing initiative such positive impacts will add to the economic well-being of the local community. The assessment of economic well being of workers in Goa is somewhat tricky because the overall standard of living over here is better than many other parts of this country. It is an urban state and the level of migration to offshore is high. Activity Report (Goa Migration Study, Ministry of overseas Indian Affairs, CDS) gives economic gain as a major cause of emigration of Goans to other countries. According to the GMS, 12 percent of households in Goa had an emigrant currently living abroad. Among the two district of Goa, south Goa district accounts for 66 percent of emigrant households whereas North Goa districts accounts for 34 per cent of households. Among the 11 talukas in the state, Salcete Taluka in South Goa accounts for 51 per cent of emigrant households. The emigration rate is estimated as 22.8 persons per 100 households in south Goa and only 10.7 persons per 100 households in North Goa. The estimated number of emigrants in Goa is about 56,000 persons, of whom 20 per cent are females. Among the religious groups, 74 per cent of emigrants are Christians. Emigration from Goa is highly concentrated with respect to origin, both geographically and culturally. According to the CDS, the total remittances to Goa are estimated at Rs. 800 crore in 2008. However, Goan households received Rs. 313 crore as household remittances during the same period. Remittances are equivalent to 6.3 per cent of the State Domestic Product or 33 per cent of the revenue receipt or 6 per cent of Government expenditure. Most households, i.e. 82 per cent, used the remittances for daily subsistence. Nearly a third of the households used it for educational purposes. More than a quarter of the households deposited it in banks. One – fifth of remittances were used for building houses and purchasing land [7].

Proposed Method: A questionnaire (appendix-1) consisting of questions related to the factors which determine the economic well being of workers was prepared and was used to collect the required data (appendix-2). The first concern was the content validity of the questionnaire items i.e., the extent to which they cover adequately the construct being measured. In general, to obtain the highest responses, short questionnaire were used with Likert scales rather than have respondent write long answers to questions. The participants in the present study were employed in several different small and medium scale industries and job positions as majority of the industries in Goa are either small or medium scaled [8]. It is widely accepted fact that these small and medium scale industries are the back bone of our national economy and there is a huge contribution of these industries in our national GDP [9]. The contribution of industrial workers to the GDP of our country cannot be ignored. In total, 102 questionnaires were distributed to a total of 5 factories. A total of 79 workers filled out the questionnaire (response rate was 78 %). The sample include 71 males (89.87%) and 8 females (10.12%). Their ages ranged from 23 to 62 years. They were asked to answer all the items on 5 point Likert's scale. As Economic well being refers to the fulfillment the primary as well as secondary

needs of the individual. Future security is also an important aspect of ECWB. It is a parameter of satisfaction. It ensures that the individual concerned is not facing poverty. So, following were the parameters taken as per the Indian perspective:

Primary Needs

Primary needs stands for basic facilities such as proper food, clothing, shelter, health expenses and education of children. The scale includes five items (1= not satisfied, 5 = more than enough).

Secondary Needs

Secondary needs stands for additional facilities such as T.V. / Entertainment, house hold requirements, other luxuries etc. The scale includes five items (1= not satisfied, 5= more than enough).

Future Security

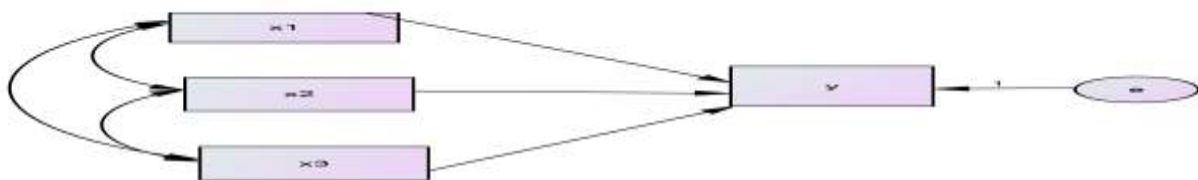
Future security for an individual refers to have proper savings, maintain P.F./insurance etc. The scale includes five items (1= not satisfied, 5= more than enough).

Y	Economic well being
X1	Secondary Needs
X2	Future security
X3	Medical facilities

In order to check the validity of the responses they were all asked to rate their state of Economic well being as per their own perspective. It was assumed that these three parameters(X1, X2, and X3) equally contribute to Y.

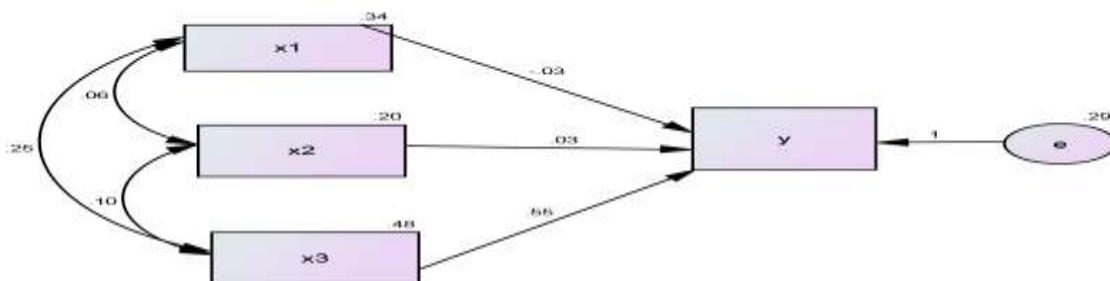
I.e. $Y = (X1 + X2 + X3) / 3$.

We also proposed a simple model to be tested with AMOS.



In the above model single headed arrows indicate that the variables X1, X2 and X3 influence the parameter Y. The variables linked with each other with double headed arrows shows that they are correlated and can influence each other. The rectangular box represents the observed variables i.e. for which data is present and the ellipse represents the unobserved variable or errors associated with the results represented by e.

Data Analysis: After testing the goodness of fit between the field data and the model proposed, we got the following results



The numerals shown over single headed arrows shows the regression weights and those over the other shows the covariance. The goodness of fit index (GFI) was obtained to be 1.00 which means that the model is fully compatible for data.

Also, after the mathematical analysis of data, Means and standard deviations calculated are as shown in table 1 below.

Table 1: Means and Standard Deviations

Sr. No.	Parameters	Mean	Standard Deviation	Variance
1	Primary Needs	3.256	0.579	0.335
2	Secondary Needs	3.006	0.452	0.204
3	Future Security	2.941	0.694	0.482

Analysis was done for each of the above factors and is tabulated as below.

Table 2 below shows the frequency and percentage of each of the responses as given by respondent for Primary Needs.

Table 2: Primary Needs

Primary Needs	Frequency	Percentage
Not Sufficient	00	00
Just Sufficient	22	28
Sufficient	46	58
Enough	11	14
More than enough	00	00

Table 3 shows the frequency and percentage of each of the responses as given by respondents for questionnaire on Secondary Needs

Table 3: Secondary Needs: Frequency and Percentage

Secondary Needs	Frequency	Percentage
Not Sufficient	06	08
Just Sufficient	22	28
Sufficient	41	52
Enough	10	13
More than enough	00	00

Table 4 shows the frequency and percentage of each of the responses as given by respondents for questionnaire on Future security.

Table 4: Future Security: Frequency and Percentage

Future Security	Frequency	Percentage
Not Sufficient	06	08
Just Sufficient	32	41
Sufficient	38	48
Enough	03	04
More than enough	00	00

The covariance among observed variables obtained from above model is presented in table 5.

TABLE 5 COVARIANCE

X1	↔	X2	.057
X2	↔	X3	.250
X1	↔	X3	.099

So, mathematically the combined mean, standard deviation and variance is as shown below

Sr. No.	Parameter	Mean	Standard Deviation	Variance
1	Economic well being	3.067	0.599	0.359

And as the data obtained from the direct response from the questionnaire combined mean, standard deviation and variance is as shown below

Sr. No.	Parameter	Mean	Standard Deviation	Variance
1	Economic well being	2.715	0.654	0.428

So, the difference between mathematical data and the field data is of 11.45%.

Result and Analysis: The above figures which have been obtained shows that the level of the Economic well being of the workers under consideration is more or less around good, but definitely it is not poor or very good. There is scope for its improvement. The difference between the mathematical and the field results hints at some of the missing aspects which can be investigated and can be taken up under consideration in future. The complexity or variations in the responses given by the workers seems to be influenced by the variation in the type of industry they are working with [10]. The variations in the response also seems to be influenced by the difference of their region of origin as industries have both native as well as migrant workers[11], because of which they have difference in their habit of savings and expected living standards [12][13].

Conclusion: From the results which obtained it can be concluded that the overall state of economic well being of workers in Goa is just good but there is a big scope for its betterment. It also justifies the tendency of emigration of workers in this region because people tend to go for better options, better earning and lifestyle.

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