

**A Study on Job Satisfaction and Problems Perceived
by the Women Workers of MGNREGA in Jaipur
District of Rajasthan**

राजस्थान के जयपुर जिले में मनरेगा में महिला श्रमिकों की कार्य
संतुष्टि एवं अनुभव की जाने वाली समस्याओं पर एक अध्ययन

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**Master of Science in Agriculture
(extension education)**



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S.K.N. COLLEGE OF AGRICULTURE, JOBNER
S.K.N. AGRICULTURE UNIVERSITY JOBNER– 303 329**

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Thesis

**Sri Karan Narendra Agriculture University, Jobner
in partial fulfilment of the requirements for
the degree of**

Master of Science

**in the
Faculty of Agriculture
(Extension Education)**

By

Annu Devi Gora

2016

**Sri Karan Narendra Agriculture University, Jobner
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This is to certify that this thesis entitled “**A study on job satisfaction and problems perceived by the women workers of MGNREGA in Jaipur District of Rajasthan**”. Submitted for the degree of **Master of Science** in the subject of **Extension Education** embodies bonafide research work carried out by **Mrs. Annu Devi Gora** under my guidance and supervision and that no part of this thesis has been submitted for any other degree. The assistance and help received during the course of investigation have been fully acknowledged. The draft of the thesis was also approved by advisory committee on _____2016.

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Date...../...../2016

(Annu Devi Gora)

Place: Jobner

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INTRODUCTION

Using public employment as a social security measure for poverty alleviation in rural areas has a long history in India. After three decades of experimentation, the government has launched major schemes like Jawahar Rozgar Yojana, Employment Assurance Scheme, Food for Work Programme, Jawahar Gram Samridhi Yojana and Sampoorna Grameen Rozgar Yojana that were forerunners to Mahatma Gandhi NREGA.

Maharashtra was the first state to enact an Employment Guarantee Act in the 1970s. Former Maharashtra Chief Minister late Vasant Rao Naik, launched the revolutionary Rural Employment Guarantee Scheme which proved to be a boon for millions of farmers ravaged by two ferocious famines. The Planning Commission later approved the scheme and the same was adopted on national scale. The relief measures undertaken by the Government of Maharashtra included employment, programmes aimed at creating productive assets such as tree plantation, conservation of soil, excavation of canals, and building artificial water bodies.

Starting from 1960, the first 30 years of experimentation with employment schemes in rural areas taught few important lessons to the government like the 'Rural Manpower Programme' taught the lesson of financial management, the 'Crash Scheme for Rural Employment' of planning for outcomes, a 'Pilot Intensive Rural Employment Programme' of labour-intensive works, the 'Drought Prone Area Programme' of integrated rural development, 'Marginal Farmers and Agricultural Labourers Scheme' of rural economic development, the 'Food for Work Programme' (FWP) of holistic development and better coordination with the states, the 'National Rural Employment Programme' (NREP) of community development, and the 'Rural Landless Employment Guarantee Programme' of focus on landless households. The government had been merging old schemes to introduce

new ones, while retaining the basic objective of providing additional wage employment involving unskilled manual work, creating 'durable' assets and improving food security in rural areas through public works with special safeguards for the weaker sections and women of the community. In later years, major employment schemes like Jawahar Rozgar Yojana (JRY) in 1977, National Rural Employment Programme (NREP) in 1980, Employment Assurance Scheme (EAS), Food for Work Programme (NFFWP) in 2004, Jawahar Gram Samridhi Yojana (JGSY) and Sampoorna Grameen Rozgar Yojana (SGRY) were launched. Some of them (e.g. NFFWP) provided food grains to complement wages. The government integrated NREP and RLEGP into a new scheme JRY, on 1 April 1989, to converge employment generation, infrastructure development and food security in rural areas. The most significant change was the decentralization of implementation by involving local people through PRIs and hence a decreasing the role of bureaucracy.

On 2 October 1993, the Employment Assurance Scheme (EAS) was initiated to provide employment during the lean agricultural season. The role of PRIs was reinforced with the local self-government at the district level called the 'Zilla Parishad' as the main implementing authority. Later, EAS was merged with SGRY in 2001. On 1 April 1999; the JRY was revamped and renamed to JGSY with a similar objective. The role of PRIs was further reinforced with the local self-government at the village level called the 'Village Panchayats' as the sole implementing authority. In 2001, it was merged with SGRY.

In January 2001, the government introduced FWP similar to the one initiated in 1977. National Rural Employment Guarantee Act (NREGA) is one of the most progressive legislations enacted since independence. Mahatma Gandhi NREGA guarantees employment as a legal right. Its significance is evident from a variety of perspectives. First, it is a bold and unique experiment in the provision of rural employment in India and indeed in the world at large. Second, it is the first expression of the right to work as an enforceable legal entitlement. In a country where labour is the only economic

asset for millions of people, gainful employment is a prerequisite for the fulfillment of other basic rights – the right to life, the right to food and the right to education.

The National Rural Employment Guarantee Act, 2005 (NREGA), also known as National Rural Employment Guarantee Scheme (NREGS), is Indian legislation enacted since August 25, 2005. NREGA was renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in October, 2009. The MNREGA provides a legal guarantee for one hundred days' employment in every financial year to any rural household whose adult members are willing to do unskilled manual work at the statutory minimum wage.

This act was introduced with an aim of improving purchasing power of rural people, primarily semi or unskilled work to people living below poverty line in rural India. It attempts to bridge the gap between the rich and poor in the country. Roughly one third of stipulated workforce must be women. The scheme was started from February 2, 2006 in 200 most backward districts of the country. It was expanded to 645 districts during 2014 -2015. The Act has been notified throughout the country with effect from April 1, 2008.

The state of Rajasthan is characterized by low literacy especially among women, recurrent drought, dependency on agriculture and animal husbandry (i.e. 66 per cent), high birth rate, infant and maternal mortality rate and the like. Many rural development programmes have been so far implemented by the government for employment of rural people. In the same line, MGNREGA is the latest livelihood security programme being implemented in the state.

During 2013-14 about 4.79 crore households have been provided employment of 220.34 crore person – days, of which 47.94% were availed by women, 22.72%SCs and 17.72% by STs. Since, its inception in 2006, around Rs. 1, 29,000 crore have been disbursed as wage payment to rural

households. 1348 crore person-days of employment have been generated. On an average 5 crore households have been provided with employment every year since 2008. SCs and STs have accounted for 51% of the total person days generated. Women have accounted for 47% of the total person days generated against the target of 33% fixed in the Act. Since, the beginning of the MGNREGA, 146 lakh works have been taken up under the Act. Average wage per person-days has gone up by 81% since the scheme's inception. The notified wage today varies from a minimum of Rs. 122 in Bihar and Jharkhand to maximum Rs. 191 in Haryana. The notified wage in Rajasthan Rs. 173 during 2015-2016. Wages in Rajasthan is Rs. 181 during 2016.

District Jaipur was selected for implementation of MGNREGA in the year 2008-2009. As per this Act's statistics, total 3.60 crore households were provided employment in the district by the end of 2014. Total 1.36 crore works are still under progress in the Jaipur district under the scheme (Anonymous, 2014).

Under the scheme, total 13.08 lakh person days employment has been provided to the people viz., SC- 3.48 lakh, ST- 1.38 lakh and Non ST/SC- 8.22 lakh up to 2015-16.

For the successful implementation of any programme, the job satisfaction of the workers is of paramount importance as it helps in achieving the objectives of the programme. The success of any programme depends upon the satisfaction of the workers. Job satisfaction can be understood in terms of its relationships with other key factors, such as general well-being, stress at work, control at work, home-work interface, and working conditions. Affective job satisfaction is a subjective construct representing an emotional feeling individuals have about their job.

Hulin and Judge (2003) stated that job satisfaction includes multidimensional psychological responses to an individual's job and these

personal responses have cognitive (evaluative), affective (or emotional) and behavioral components.

Hence, affective (or emotional) job satisfaction for individuals reflects the degree of pleasure or happiness with their job. Cognitive job satisfaction is a more objective and logical evaluation of various facets of a job. Cognitive job satisfaction can be one-dimensional if it comprises evaluation of just one facet of a job, such as pay or maternity leave, or multidimensional if two or more facets of a job are simultaneously evaluated.

Cognitive job satisfaction does not assess the degree of pleasure or happiness that arises from specific job facets, but rather gauges the extent to which those job facets are judged by the job holder to be satisfactory in comparison with objectives they themselves set or with other jobs. While cognitive job satisfaction might help to bring about affective job satisfaction, the two constructs are distinct, not necessarily directly related, and have different antecedents and consequences. Job satisfaction can also be seen within the broader context of the range of issues which affect an individual's experience of work, or their quality of working life.

Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfilment (Kaliski, 2007). Job satisfaction is a complex and multifaceted concept which can mean different things to different people. Job satisfaction is usually linked with motivation, but the nature of this relationship is not clear. Satisfaction is not the same as motivation. Job satisfaction is more of an attitude, an internal state. It could,

for example, be associated with a personal feeling of achievement, either quantitative or qualitative (Mullins, 2005).

The present investigation is a study on job satisfaction and problems perceived by women workers of MGNREGA. The objectives of the present investigation are framed keeping in view the original objectives of MGNREGA. The study has made an attempt to study the Socio – economic status of women workers in MGNREGA, measured the job satisfaction level of women worker under MGNREGA and found out the association between selected independent variables like age, Socio economic status, education of the respondents and family income on job satisfaction of women workers. Further an attempt has been made to find out the problems faced by women workers in MGNREGA.

The present study entitled “**A study on job satisfaction and problems perceived by the women workers of MGNREGA in Jaipur District of Rajasthan**” has been undertaken with following specific objectives:

Objectives:-

- (i) To study the Socio – economic status of women workers in MGNREGA
- (ii) To measure the job satisfaction level of women workers in MGNREGA.
- (iii) To work out the association between selected independent variables with job satisfaction of women workers.
- (iv) To find out the problems perceived by women workers in MGNREGA.

Importance of the study: -

The present study is a concerted effort to study the job satisfaction as well as the problems faced by the women workers under MGNREGA of Jaipur District. It is expected that the findings of the present investigation will be of

paramount importance to the government agencies for modifying and strengthening the Act in order to provide full benefits of it to the beneficiaries. The results are showing clear picture of the project to the policy planners and administrators as well as public thus will certainly help the authorities to decide the future line of action about the act. It will also boost the women workers which in turn will improve their efficiency and thus the success of the programme.

ORGANIZATION OF THESIS:

The dissertation has been divided in to six chapters as follows:-

The first chapter introduction narrates objectives, scope, and importance of the study.

The second chapter review the relevant studies made in the past.

The third chapter deals with the theoretical orientation.

The fourth chapter includes methodology consisting of sampling technique, measurement of job satisfaction, constraints, tools used and the statistical techniques followed.

The fifth chapter deals with the findings of the investigation and discussion

The sixth chapter consists of brief summary and a conclusion of the dissertation appears at the end followed by bibliography.

The appendices appear at the end.

REVIEW OF LITERATURE

A review of literature forms an integral part of any scientific inquiry. It is necessary for the researcher to get acquainted with the relevant work done in the past. To give a sound support to any novel research, the review of literature regarding the similar studies conducted in past, is of paramount importance.

For supporting the findings of the present investigation all available journals, books, periodicals and reports were referred for collecting relevant review of literature. Efforts have been made to collect most relevant review on MGNREGA programme, but due to limited efforts done in past, it had not been possible to find out review directly related to MGNREGA programme. Therefore, reviews related to programmes other than the MGNREGA, were also considered to be worth use in the present study.

With these ideas in mind the literature pertinent to the problem has been reviewed in light of the objectives of the study. It has been presented under the following sub heads:

1. Socio-economic status of women workers in MGNREGA Programme.
2. Job satisfaction of women workers in the MGNREGA Programme.
3. Association between selected independent variables and job satisfaction of women workers.
4. Problems faced by workers in MGNREGA Programme.

2.1 Socio-economic status of women workers:

Socio- economic status of women workers includes age, education, income, housing condition, living status, overall modernity and self confidence.

The study by Institute of Applied Manpower Research (2008) found that NREGS helps to improve the income level and enhance the standard of living of the rural people particularly the vulnerable section of the society such as women, SC/STs, minorities and so on.

Khera *et al.* (2009) observed that MGNREGA has facilitated a lot to attain the socio-economic empowerment of the women workers. Further, two-third of the women came out of poverty and attained food security after MGNREGA programme.

Ahuja *et al.* (2011) concluded that the farmers owning large size of landholdings and more number of livestock are not much interested in participating in MGNREGA works as they are busy in their own activities. The farmers who have small land and livestock resources are more inclined to work in MGNREGA and their participation is also more. Thus, MGNREGA is providing livelihood security to the resource-poor rural people.

Sarkar *et al.* (2011) found that significant changes have taken place in the socio-economic variables like annual per capita income, monthly per capita food expenditure, annual per child expenditure on education, per capita savings, condition of the dwelling houses, access to healthcare facility and possession of other assets or luxury items for those households which are regularly working in the scheme. According to the value of the socio-economic index prepared, it has been found that in the initial year of implementation (2007-08) of MGNREGA in the study area, 43.9 per cent beneficiary households were in poor socio-economic conditions which have gradually improved in the succeeding years and decreased to 32.9 per cent in 2008-09 and further to 18.3 per cent in 2009-10.

Patgiri (2012) found that MGNREGA has improved the socio-economic status of some women and enhanced their decision-making power slightly in some households (75%).

Arora *et al.* (2013) found that MGNREGA has enhanced decision making power in social and economic well being of women.

Bebarta (2013) derived that the tribal households in the Guajarati district have been benefited from MGNREGA in many ways as it has increased their income resulting multiple impacts in their social and economic life; however there is still a long way to fulfil the purpose and objectives of MGNREGA and ensure the livelihood security of the rural and tribal households.

Bhuvana *et al.* (2014) found positive and significant difference in the socio-economic status of beneficiaries before and after the implementation of MGNREGA programme. There was significant enhancement in annual income, social status, expenditure on food consumption, social participation and material possession among the women beneficiaries after the implementation of MGNREGA programme.

Pillai *et al.* (2014) attempted to analyse the socio economic characteristics of workers under MGNREGA scheme found that the scheme is very important for workers to increase the wage income in the study area.

Singh (2014) reported that socio-economic status of some respondents in schedule caste in Kangra district of Himachal Pradesh state (India) is not good.

Xavier and Mari (2014) found that the MGNREGA increases income and expenditure of the households as compared over the pre MGNREGA period and the scheme by 63.3 per cent significantly enhances the social and economic decision making power to women in the men dominated rural society. Hence the scheme ensures improved standard of living of the vulnerable poor, more specifically among women.

Karthika (2015) concluded that MGNREGA has a great role and impact on the rural development in coming future and it is better to expand this program in other relevant area like agriculture, industry, construction etc.

Kharkwal and Kumar (2015) found that the initial year of implementation (2007-08) of MGNREGA in their study area, 29 (36.25%) out of total 80 beneficiary households were in poor socio-economic conditions. In 2013-14 only 12.5 per cent households were found under poor category. During the same period the number of beneficiary households in good socio-economic condition increased from 30 per cent to 55 per cent in 2013-14. These results suggest that MGNREGA is effective in improving the socio economic conditions of job participants.

Pamecha and Sharma (2015) observed that the wages received by female-worker at migrated place was not different from the minimum MGNREGA wage.

2.2. Job satisfaction level of women workers:

Job satisfaction refers to the attitude and feelings people have about their work. Positive and favourable attitudes towards the job indicate job satisfaction. Negative and unfavourable attitudes towards the job indicate job dissatisfaction (Armstrong, 2006).

Kumaran and Vijayaragavan (1998) found that majority of the respondents expressed low level of satisfaction over the agricultural extension services. Their major sources of inputs and information were the local input dealers. However, persons having higher education, larger farm size, high irrigation potential and high social participation, had medium to high level of satisfaction.

Manjula (2000) reported that the nearly 48.5 per cent of AAO belonged to medium level of job satisfaction category; followed 27.2 per cent of them were in low level of job satisfaction category, while rest 24.3 per cent of AAOs were in high level of job satisfaction category.

Kala *et al.*(2004) reported that majority of the trained respondents (56.66 per cent) got high quantum of work and faced fewer constraints in comparison to untrained respondents (40 per cent) because of higher level of skill acquired by them. The job satisfaction among the trained respondents was more as compared to the untrained.

Mishra (2005) in Karnataka state reported that 13.11 per cent of extension officers exhibited high level of overall job satisfaction, 20 per cent low level of job satisfaction and majority (62.86 per cent) of the extension officers belonged to medium level of job satisfaction category.

Nagananda (2005) in Karnataka concluded that a high per cent of the total respondents (64.2 per cent) had medium level of job satisfaction; while 24.20 per cent had low level of job satisfaction and only 11.6 per cent of them had high level of job satisfaction.

Mishra *et al.* (2006) reported that 62.86 per cent of the extension officers lying in the medium job satisfaction categories followed by low (17.14 per cent) level and high (8.57 per cent) level of job satisfaction.

Yadav (2011) conducted a study to investigate the level of job satisfaction of agriculture scientists, factors affecting job satisfaction, relationship of socio-personal characteristics of agricultural scientists of selected state agricultural universities of northern region viz. PAU, GBPUAT and HAU and get suggestions to enhance their job satisfaction. The findings revealed that all the agricultural scientists were highly satisfied and fewer differences were found among the universities.

Khawlneikim and Mital (2013) in their study revealed that the beneficiaries were largely satisfied with the provisions and implementation of MGNREGS. There are some reasons for dissatisfaction like delayed payment of wages (100%), unsatisfactory wages earned per day (37%), less provisioning of worksite facilities (19%) and unsuitable duration of work for women (10%).

2.3 The association between selected independent variables on job satisfaction of women workers

Job satisfaction is basically a psychological phenomenon and may be influenced by factors like age, education, annual income etc. some attempts made in past in this direction is as follows:

Sharma *et al.* (2006) found that amongst university teachers the various dimensions of job satisfaction are positively correlated but the extent of exerting the influence by them in determining the overall level is different and elements of work, idealness of job influence the determination of the level of Job Satisfaction the most.

McFarlane (2010) in their study analyzed which independent variable has the greatest impact on school counselors' job satisfaction. Findings from this study suggest that there is a statistically significant relationship between

selected independent variables (school counselor leadership attributes, principal leadership style, teacher school counselor relationship, parent-school counselor relationship, and school counselor recognition and school counselor role responsibilities) and job satisfaction.

Kumar and Garg (2011) indicate a statistically significant relationship between the three independent variables (salary, facilities and promotion) with dependent variable i.e. job satisfaction. The results also depict that among independent variables, salary package is the most important and more influential variable. The research reveals that management can make the use of different strategies and policies to satisfy and motivate their employees.

Bemana *et al.* (2013) in their study investigated the relationship between job stress and job satisfaction of public municipality personnel from Shiraz area in Iran. The result shows there is a significant negative relationship between job stress and job satisfaction. There is no significant difference between two genders in job stress and job satisfaction.

Gamage (2013) in their study found that there exists a negative significant correlation between the work-life conflict and job satisfaction of practicing lawyers. At the same time it was found that the relationship between work-life conflict and family satisfaction of practicing lawyers is also negative. It was also found that a higher degree of job satisfaction and family satisfaction exist among males than female practicing lawyers.

Hong *et al.* (2013) in their study identified the level of satisfaction of the non administrative employees toward their job in a Company X, Seremban. Determine the relationship between level for job satisfaction of the non administrative employees with four demographic factors, which are gender, age, wages and level of education and identify the factors that affect non administrative employees' job satisfaction such as work environment, pay and salary, fairness and promotion criteria. The levels of job satisfaction among the non-administrative employees were analyzed based on their demographic factor and the influence of the level of job satisfaction factors (independent variables) on the level of job satisfaction (dependent variable).

2.4 Problems perceived by women workers:

Snehalatha (1994) observed that lack of co-operation among group members, mis management of accounts and difficulties in repaying credit within stipulated time were the major problems of rural women.

Meena (1995) studied the utilization pattern of the assistance by Jawahar Rozgar Yajana beneficiaries in Jaipur district of Rajasthan and envisaged that out of 97 respondents delay in disbursement of assistance to beneficiaries was found to be most important constraint (48.00 per cent respondents) in implementation of Jawahar Rozgar Yajana.

Pillegoiwada et al. (1997) conducted a study on impact of poverty alleviation programmes on income level of beneficiaries and reported insufficient financial assistance and untimely release of funds as the major problems faced by the beneficiaries. Advantage of adequate staff support for effective monitoring and guidance of group member under Development of women and children in rural areas programme was lacking.

Ramalakshmi (1998) pointed out that inadequate working capital is the most serious problem restricting the performance of many DWCRA groups and also the group members needed training for skill enhancement, especially for items like pottery, readymade garments, foot-wear, etc.

Mangasri (1999) reported that the problems faced by DWCRA women were, lack of awareness, social and community pressure, and suggested training and adequate supply of information and resources.

Shekhawat (2002) in his study of the impact of employment generation, found that the major problems faced by the respondents in taking advantage of Egs, were assistance to beneficiaries was delayed and assistance was insufficient.

Neeta (2007) revealed that disbursement of assistance is delayed (91.42 per cent) and assistance given under SGSY is insufficient (87.14 per cent) as the most important problems, while no supervision and evaluation by the officials (33.57 per cent) and selection criteria is not strictly followed (25 per cent) were least important problems perceived by beneficiaries.

Datt (2008) reported that main constraints under NREGA were as follows:

1. Lack of professional staff.
2. Lack of proper project planning.
3. Bureaucratic resistance to NREGA.
4. Inappropriate rates of payment.
5. Lack of worksite facilities.
6. Lack of transparency and absence of social audit.

Patel (2008) reported that most beneficiaries could not get employment within 15 days of written application for work, disbursement of wages beyond the weekly basis, lack in availability of worksite facilities (drinking water, first-aid, crèche) and most of them could not get a complete 100 days employment in a financial year.

Sanker and Murugan (2009) reported that women workers are not entitled to child-care facilities (male/ female) at the MNREGA worksites.

Roy (2010) revealed that the major constraints in the implementation of NREGA were; incomplete list of adult in each household, delay in receiving job cards, wrong date or no date recorded on the work application, selection of a low priority or in appropriate work. Favoring or discriminating against people in allocation of work, late payment of wages and various aspects of the programme carried out without the people's involvement.

Sarkar *et al.* (2011) conducted in the Burdwan district of West Bengal and examined the socio-economic impact of MGNREGA on the rural poor who mainly comprise small and marginal farmers and agricultural labourers. It was found that significant changes have taken place in the socio-economic variables like annual per capita income, monthly per capita food expenditure, annual per child expenditure on education, per capita savings, condition of the dwelling houses, access to healthcare facilities and possession of other assets or luxury items for those households which are regularly working in the scheme.

Bishnoi *et al.* (2012) conducted study in Kota Mahawa village of Babhani Block of Sonbhadra District of Uttar Pradesh. The main problem faced by the beneficiaries was delay in wage payment and accessing bank account.

Tiwari *et al.* (2012) conducted study in Faizabad district of Uttar Pradesh. The purpose of the study was to find out constraints faced by the women beneficiaries under Mahatma Gandhi National Rural Employment Guarantee Act. Finding of the study shows that personal and family problems (79.16 Mean Per cent scores) were the major constraints faced by them.

Chandrakala (2013) analyzed various similarities and special observations on the problems faced by the women labour in MGNREGA Scheme as well as in agriculture field. The study also provided a base for critically examination of gender equity issues in wage pattern, quantum of work and special benefits received by the women labour in both the cases.

Narayansam *et al.* (2014) analyzed the functioning of NREGS in Kerala encompassing all its essential aspects. More specifically the study aimed at analyzing the extent to which the scheme has generated employment, assessing the impact of the scheme on selected variables, and ascertaining the limitations and constrains faced by the functionaries in implementing the scheme.

Sinha (2014) concluded that respondents were quite aware of the procedure of the MGNREGA such as registration, having job cards, 100 days employment in a year, not much on process of opening bank accounts, accessing bank, receiving payment from bank and about the process of wage payment in MNREGA.

Bishnoi *et al.* (2015) studied constraints perceived by the respondents in taking advantage of MNREGA in Punjab and Rajasthan. The constraints were categorized into six categories namely mate and registration, work, wages, job card, facilities, social constraints. Major constraints were illiteracy, difficulty in filling form and complex procedure of registration, MNREGA work

is more laborious and hard for women, wage rates are very low, unnecessary delay in wage payment, more job card and less employment, elite group within workers capture most of job card, and lack of child care facility.

Kumar *et al.* (2015) in their study found that the major problems in MNREGA were 'lack of written and signed receipt for jobs', 'wage and material (60:40) ratio is not maintained' and 'job cards are not issued within 15 days of application'.

Theoretical ORIENTATION

After going through the past research findings related to the study as presented in the preceding chapter, a basis for theoretical frame work has been formulated. It is imperative that the theoretical concept of the study has to be made clear before generalizing the new concept of the research study.

It is well understood that the development of a conceptual framework makes research more meaningful. It also helps in developing sound scientific approach of the study. With this realization a separate chapter on "Theoretical Orientation" has been included in the present investigation. This chapter has been presented to clarify the following concepts:

- 3.1 Concept of job satisfaction
- 3.2 Concept of problems
- 3.3 Theoretical model of the study
- 3.4 Operationalization of the terms used in the study
- 3.5 Abbreviations used in the study

3.1 Concept of job satisfaction

Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfilment (Kaliski, 2007). Job satisfaction is a complex and multifaceted concept which can mean different things to different people. Job satisfaction is usually linked with motivation, but the nature of this relationship is not clear. Satisfaction is not the same as motivation. Job satisfaction is more of an attitude, an internal state. It could,

for example, be associated with a personal feeling of achievement, either quantitative or qualitative (Mullins, 2005).

Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Job satisfaction represents the extent to which expectations match the real awards and is closely linked to individual's behaviour in the work place (Davis et al., 1985).

The term job satisfaction refers to the attitude and feelings people have about their work. Positive and favourable attitudes towards the job indicate job satisfaction. Negative and unfavourable attitudes towards the job indicate job dissatisfaction (Armstrong, 2006).

3.2 Concept of problems

The simplest dictionary meaning of problem is a matter or situation regarded as unwelcome or harmful and needing to be dealt with and overcome.

We use the word problem to describe a *wide range of situations of different importance*, from the irritation of discovering that the car battery is flat, to the life threatening failure of an aircraft engine in mid-air. In behavioural research, there were difficulties in conceptualizing the constraints as variable because they did not tend themselves easily to abstractions. Constraints exist primarily in terms of how they are defined and conceived in organization (Bhople and Agrawal, 1987). Constraints are projections of collective sentiments rather than simple mirror of objective conditions (Bora, 1990).

According to some authors, there exists interaction among the different constraints (Harshim, 1989).

It is argued that many constraints exist simultaneously in several stages of development and patterns of progression from one stage to another depending upon the time, place and other sets of conditions (Bhatnagar, 1974).

Bhople and Agarwal (1987) defined constraints as "The state or quality of sense being restricted to a given course of action or constraints is nothing but the problems that come in the way of adoption of technology".

3.3 Theoretical model of the study

For the successful completion of present research work a theoretical model of the study has been developed on which the entire study is based.

The final conclusion of this theoretical model has been presented at the end of dissertation under chapter "Findings and Discussion" where the investigator has presented the information on job satisfaction of respondents regarding "Mahatma Gandhi National Rural Employment Guarantee Act."

3.4 Operationalisation of terms used in the study

In order to give operational meaning and to facilitate clarity in expression the terms which have been most frequently used in this research report are explained below.

Definition of the terms used:

- 1. Job satisfaction:** Job satisfaction refers to the attitude and feelings of the women workers towards MGNREGA programme. The feelings of the respondents towards MGNREGA programme has been studied in different categories.
- 2. Problems:** Problems are defined as impediments, obstacles or constraints experienced by women workers in successful implementation of the MGNREGA programme.
- 3. Age:** Refers to the years on the date of interview with references to date of birth of the respondent.
- 4. Caste:** Caste is a social institution in itself. The behaviour of an individual is mostly governed by caste. The rigidity or flexibility in taking particular decision is also reflected by the caste characteristics.
- 5. Family education:** Family education refers to the academic qualifications of all the family members, acquired through formal schooling.

- 6. Family income:** Family income was calculated as the total amount in rupees earned in a year from the farm and non-farm sources of all members of women workers family.
- 7. Dependent variable:** The dependent variable is the condition or characteristics that appears, disappear or change due to change in magnitude of independent variable. The dependent variable is presumed effect and is predicted as from the independent one.
- 8. Independent variable:** Independent variable is condition or characteristics that the researcher manipulates, to ascertain their relationship to the absorbed phenomena. An independent variable is the presumed cause of the dependent variables.
- 9. Education level:** It is the level of literacy or the formal education obtained by the respondents.
- 10. Women workers:** Those women who have been registered under MGNREGA programme in study area. They were the respondents for the study.
- 11. Panchayat samiti:** It is a kind of local government working at block level in Panchayat Raj. It has occupied the second tier inter-linking the village panchayat and zilla parishad.
- 12. Programme:** A plan of action aimed at accomplishing a clear business objective, with details on what work is to be done, by whom, when, and what means or resources will be used.

3.5 Abbreviations

COA	=	College of Agriculture
d.f.	=	Degree of freedom
<i>et.al.</i>	=	(et alibi) and others
Ext. Edu.	=	Extension Education
<i>i. e.</i>	=	That is
ICAR	=	Indian Council of Agricultural Research

IJEE	=	Indian Journal of Extension Education
IRJEE	=	Indian Research Journal of Extension Education
JAIR	=	Journal of Academia and Industrial Research
Jr	=	Journal
M.P.S.	=	Mean Percent Score
N.S.	=	Non-significant
No.	=	Number
S. No.	=	Serial Number
S.D.	=	Standard deviation
Viz.	=	(Videlicet) namely

RESEARCH METHODOLOGY

This chapter describes the details of methods and procedures used in the selection of location and sample for present investigation. This also includes the construction and measuring devices used for data collection and statistical analysis. The detailed methodology has been described under the following sections:-

4.1- Locale of study

4.2- Selection of sample

- (a) Selection of panchayat samitis
- (b) Selection of gram panchayats
- (c) Selection of villages
- (d) Selection of the respondents

4.3- Variables and their empirical measures

- (a) Measurement of dependent variables
- (b) Measurement of independent variables

4.4 - Tools and techniques for data collection

1. Statistical analysis of data
2. Derivation of hypothesis stated in (null form)

4.1 Locale of study

The present study was conducted in Jaipur district of Rajasthan. The district has been selected on the basis of following criteria.

- Jaipur district was having maximum job cards issued to women workers after Bhilwara district of Rajasthan.
- The researcher has acquaintance with the local people as she belongs to Jaipur district.

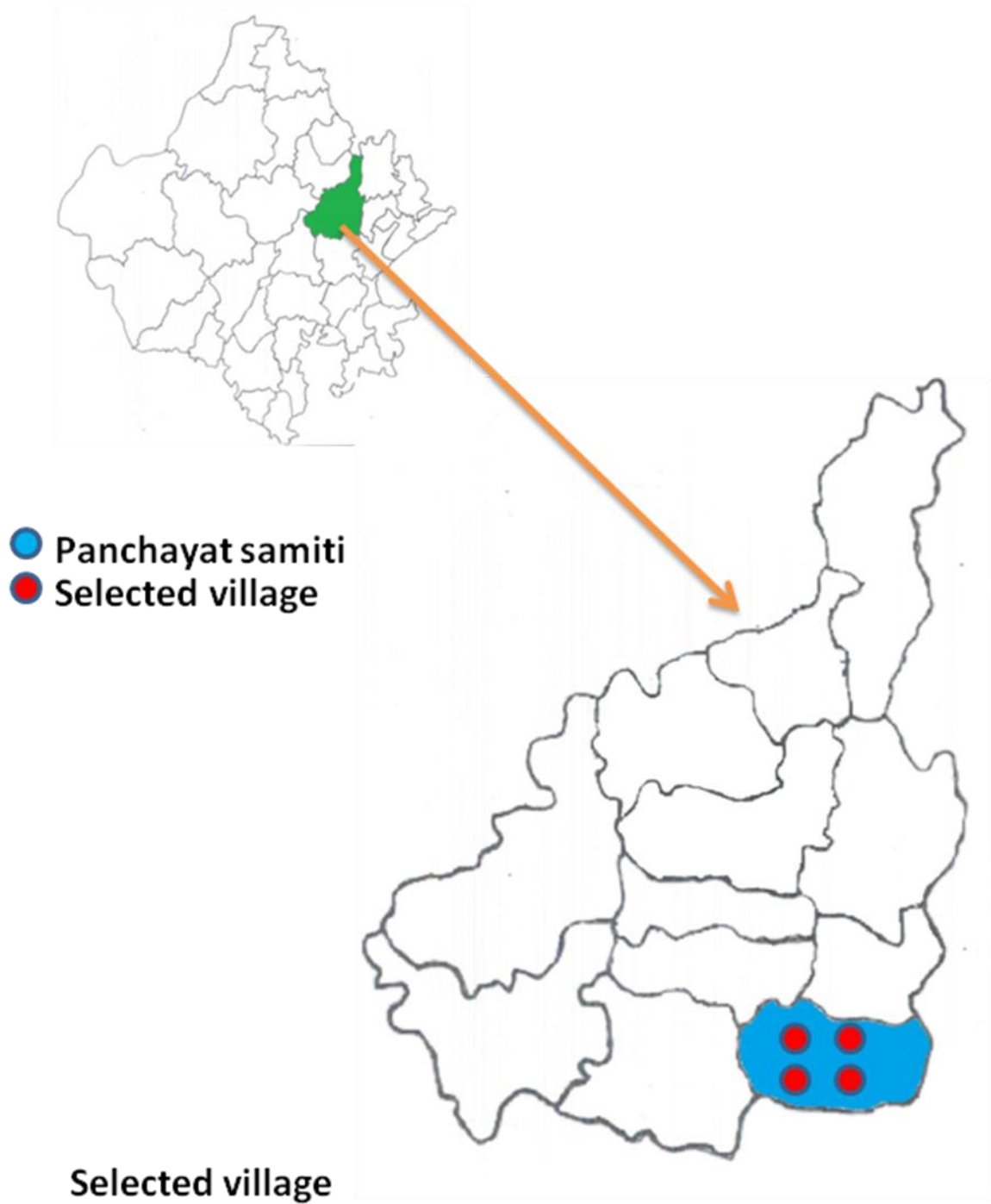


Fig. 4.1 Map showing locale of the study area

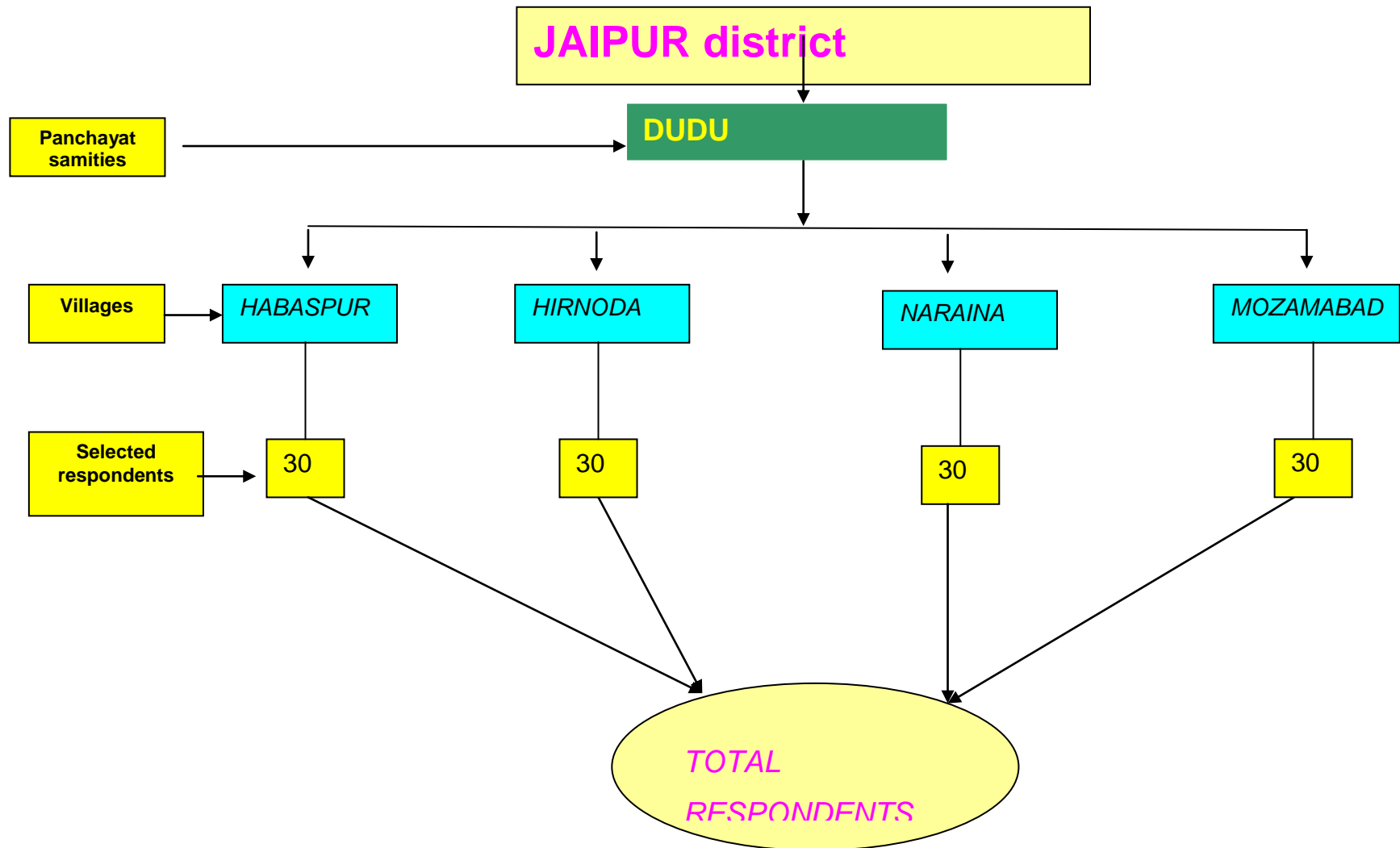


Fig. 4.2 Selection of locale and respondents under study

4.2 Selection of sample

(a) **Selection of Panchayat Samiti:-** For selection of Panchayat samiti, a list of women job card holders in 15 Panchayat Samities of Jaipur district was obtained from Panchayat Samiti as shows below.

Table 4.2.1 Showing Panchayat Samiti wise Status of total job cards issued to women workers during 2014- 2015

S.No.	Name of Panchayat Samiti	Total job cards issued
1.	Dudu	94,257
2.	Jamva Ramgarh	49,934
3.	Chaksu	47,622
4.	Phagi	47,191
5.	Bassi	47,191
6.	Sambar	45,167
7.	Sanganer	25,679
8.	Shahpura	25,679
9.	Govingarh	24,080
10.	Virat Nagar	23,559
11.	Amer	16,715
12.	Jaalsu	15,837
13.	Paota	15,462
14.	Kotputli	13,104
15.	Jhotwara	8,320

Source: www.nrega.nic.in

The data reveal that the maximum job cards issued to women workers were in Panchayat Samiti Dudu, therefore this Panchayat Samiti Dudu was selected.

(b) Selection of Villages: - For selection of villages, a list of total job cards issued and total active workers in all 57 villages of Panchayat Samiti, Dudu during 2014 -2015 was obtained from the Panchayat Samiti office. The data are as follows.

Table 4.2.2 Showing Panchayat wise Status of total job cards issued and active women workers during 2014-2015

S.No.	Panchayat	Total job cards issued	Total active women workers
1	Akhepura	923	424
2	Idan ka bas	446	110
3	Aakoda	3220	851
4	Asalpura	1320	384
5	Ugriyawas	1230	521
6	Ursewa	1692	342
7	Kachroda	1514	867
8	Korseena	2602	980
9	Khudiwala	1453	132
10	Khediram	0	0
11	Gangati kalan	1602	105
12	Gaisi	1451	833
13	Gudha versal	1114	441
14	Gahlota	1778	315

15	Gagardoo	1780	457
16	Gadota	1122	646
17	Gidani	1133	443
18	Chainpura	1156	510
19	Jharna	1321	495
20	Jhag	1827	887
21	Dhani boraj	654	483
22	Dhinda	1186	618
23	Dudu	3636	1107
24	Dantri	1034	481
25	Dhamana	1776	988
26	Dhandholi	2053	598
27	Naraina	3549	2256
28	Nanan	1748	684
29	Padasoli	1050	461
30	Badoti	2337	824
31	Bingolow	1325	388
32	Bhichun	1704	544
33	Biharipura	1208	643
34	Bobas	1445	592
35	Boraj	2136	805
36	Manglwada	1091	237
37	Manmana	2264	669
38	Marva	2929	1143

39	Mahala	1654	55
40	Mokhampura	1485	361
41	Mozamabad	3139	1079
42	Raseeli	2079	755
43	Rahalana	1462	517
44	Rojadi	938	475
45	Shrirampura	1104	785
46	Shardulpura	1805	293
47	Sunadiya	1581	318
48	Sursingpura	972	398
49	Sewa	2605	592
50	Sakhoon	1449	829
51	Sali	999	421
52	Sawarada	1505	628
53	Saanwali	1558	654
54	Sirohi kala	1075	649
55	Habaspura	3253	1178
56	Harsoli	1912	455
57	Hirnoda	1860	1084
	Total	94244	34790

Source: www.nrega.nic.in

Out of total 57 villages of Dudu Panchayat Samiti, 4 villages were selected for the investigation in which maximum active women workers for MGNREGA programme were registered for employment as per the data of the year 2014-15. Viz. Naraina, Mozamabad, Habaspura and Hirnoda.

(c) Selection of Respondents:-

From every selected village, a list of all workers registered in the master roll in MNREGA during last 2 years i.e. 2013-14 and 2014-15 was obtained from the Sarpanch. From this list, 30 women workers benefitted through MGNREGA were selected randomly.

Table: 4.2.3 Selection of Gram Panchayat, villages, respondents for the present study

S.No.	Name of gram panchayat	Total number of villages	Number of villages selected	Name of villages selected	Number of respondents selected
1	Habaspura	10	1	Habaspura	30
2	Hirnoda	2	1	Hirnoda	30
3	Naraina	2	1	Naraina	30
4	Mozamabad	3	1	Mozamabad	30
	Total	17	4		120

Thus a total of 120 respondents from the four villages were selected for the investigation.

4.3 Variables and their measurement

A. Dependent variable

Measurement of job satisfaction level:-The job satisfaction of the women worker was studied under various aspects of job satisfaction classified under following components:

- i) Job satisfaction related to administrative factors
- ii) Job satisfaction related to workload
- iii) Job satisfaction related to wages

- iv) Job satisfaction related to working atmosphere
- v) Job satisfaction related to personal factors

For measurement of job satisfaction of women workers in MGNREGA programme, the scale prepared by Bhate (1982) for studying the job satisfaction of Anganwadi workers of ICDS programmes was modified.

Scoring procedure

The job satisfaction scale consisted of 41 statements. The response was recorded on a three point continuum scale ranging from highly satisfied, satisfied, not satisfied. The score given were as follow.

Highly satisfied = 3

Satisfied= 2

Not satisfied= 1

B. Independent variable

To measure the independent variables viz. age, caste, Socio- economic status, level of education, marital status, type of family, religion, scale developed by G. Trivedi and others was modified and used.

1. Age:-

On the basis of age of the women workers, respondents were classified in to three categories:-

- a) Young (below 31 years)
- b) Middle aged (31 to 53 years)
- c) Old (above 53 years)

2. Marital status:-

On the basis of marital status of the women workers, respondents were classified into three categories:-

- a) Married
- b) Unmarried
- c) Widow

3. Type of family:-

On the basis of family type, women workers were classified into two categories:-

- a) Nuclear
- b) Joint

4. Religion:-

On the basis of religion, women workers were classified into three categories:-

- a) Hindu
- b) Muslim
- c) Christian

5. Caste:-

The operational measurement of the caste was done on the basis of socio-economic status scale developed by Trivedi (1963) with due modifications by the experts and scoring was done as follows.

Sr. No.	Caste	Scoring
1)	Scheduled tribe	1
2)	Scheduled caste	2
3)	Specially back ward class	3
4)	Other back ward class	4
5)	General caste	5
6)	Other dominant caste	6

6. Family education:-

Family Education refers to the academic qualifications of all the family members, acquired through formal schooling. The years of schooling of different family members were quantified by providing scores like, 0 to illiterates, 0.5 to those who can sign, 1 to literate, 2 to primary school, 3 to

secondary school, 4 to senior secondary, 5 to graduate and 6 to above graduate. Initially each eligible member of the family was given educational scores and then overall educational score was computed by using following formula:

$$\text{Family education score} = \frac{\text{Total education score of the family}}{\text{Total number of eligible members in the family}}$$

7. Family occupation:-

It refers to the occupation of all members of the family of women worker. For measuring the family occupation, the scale developed by Trivedi, (1963) was used and each member of the family was asked for their occupation and score was assigned according to the scale. (Appendix I, Part I). Afterwards, total occupational score of a family was calculated by summing all these scores. Then the family occupational status was calculated by using the following formula.

$$\text{Family occupation status} = \frac{\text{Total occupation score of the family}}{\text{Number of members engaged in occupation of the family}}$$

8. Annual family income:-

Family income was calculated as the total amount in rupees earned in a year from the farm and non-farm sources of all members of women worker family. The family income of the women worker was measured by a structured schedule developed by investigator by getting experts opinion and the responses were collected according to the schedule. (Appendix I, Part I). Then the income of all the family members was summed up and was considered as the family income of that particular women worker. The Annual family income was classified in three categories based on mean and standard deviation.

1. Low (below Rs. 57,233)
2. Medium (Rs.57, 233 to 86,100)
3. High (above Rs. 86,100)

9. Housing conditions:-

It was measured with the scale developed by Gaur (2013). The scale consists of 17 items such as kuchcha and pukka floor, walls, roof, light, drainage facility, water supply, kitchen etc. The score for this item was the sum of total scores obtained by women worker in all the 17 items.

10. Living status:-

It was measured with the scale developed by Gaur (2013). The scale consists of 8 items such as city, locality, conveyance, communication, children and schools. The total score obtained by women worker in all these 8 items were score for living status.

11. Overall modernity:-

It was operationalized as the extent to which a respondent was modernized in thinking and outlook. It possessed two components i.e.

- (i) General awareness about modern thinking
- (ii) Openness to new ideas and practices.

It was measured with the scale developed by Inkeles (1966). The scale consists of 13 items. The sum total of the score obtained by women worker in all the 13 items, gives the modernity score for that women worker. The scale thus had conceptually possible range of score from 13 to 42. (Appendix I, Part I).

12 Self confidence:-

It was operationalized as the degree to which the respondent feels confident about some particular activity, situation, idea or fact etc. and can handle it tactfully. The scale developed by Prasad (1983) was used with due modifications as per the suggestions given by the experts. The scale consists of six positive and seven negative statements such as "I think of myself as successful future in agriculture business", "I am always ready to decide what my next step should be?" And "I do not care much for what others think of me". A weight of 2 was given to 'Yes' response and 1 was given to 'No' response for the positive statements and the weight was reversed for negative statements. The possible range of score was from 13 to 26. (Appendix I, Part I)

Table: 4.3.1 Detail about selected variables

S. NO.	Variables	Tools used for Measurement
A. Dependent variables		
1.	Job satisfaction level of Women Worker in MGNREGA	Modified scale developed by Bhate (1982)
2.	Problems faced by women worker	Scale developed by Investigator
B. Independent variables		
1.	Socio- economic status	Modified scale Developed by G. Trivedi (1963)
2.	Caste	- do-
3.	Family education	- do-
4.	Family occupation status	- do-
5.	Housing condition	Scale developed by Gaur (2013)
6.	Living status	- do-
7.	Overall modernity	Scale developed by Inkeles (1966)
8.	Self confidence	Scale developed by Prasad (1983)

(C) Measurement of the problems faced by the women worker in MGNREGA programme:-

The problems faced by the women worker in MGNREGA programme were measured with the help of a schedule developed by the investigator after obtaining expert's opinion. The schedule consisted of 23 statements regarding different problems related to self and family, operational and worksite problems faced by the women worker in MGNREGA programme. The responses of the women worker were recorded on a three point continuum

namely more important, important and less important with a score of 3, 2, and 1, respectively. (Appendix I, Part III).

4.4 Statistical frame work for analysis of data

To analyze the collected information, following statistical tools and methods were used for interpreting the data.

(i) Percentage: Simple comparisons were made on the basis of frequency and percentage.

(ii) Mean Percent Score (MPS): Mean percent score were obtained by multiplying total obtained score of the respondents by hundred and divided by the maximum obtainable score under each practice. Formula of MPS is given as under:

$$\text{MPS} = \frac{\text{Total score obtained by the respondent}}{\text{Maximum obtainable score}} \times 100$$

(iii) Standard Deviation (S.D.): The standard deviation measures the absolute dispersion of variability of distribution. Here mean and standard deviation were used for categorization of respondents in to different categories.

$$\text{S.D.} = \sqrt{\frac{\sum X_i^2}{N} - \frac{(\sum X_i)^2}{N}}$$

Where,

$\sum X_i^2$ = Sum of squares of the variables

$\sum X_i$ = Sum of values of the variables

N = Number of respondents

(iv) Friedman rank test:-

The Friedman test determines whether the rank totals (R_j) differ significantly. To make this test, the value of a statistic was computed which Friedman denotes as χ_r^2 is distributed approximately as chi-square with $df = k-1$, when

$$Xr^2 = \frac{12}{(k+1) \sum_{j=1}^k (R_j)^2 - 3N} N k (k+1)$$

Where N = number of rows

K= number of columns

R_j= sum of ranks in jth columns

$\sum_{j=1}^k$ = directs one to sum the squares of the sums of ranks over all k conditions

(v) Correlation coefficient: -

The correlation coefficient ('r' value) was used to measure the reliability of the scale for measuring the relationship between dependent and independent variables. The correlation coefficient between two groups was calculated by using the following formula.

$$r = \frac{\sum x_i y_i - (\sum x_i)(\sum y_i)/N}{\sqrt{\sum x_i^2 - (\sum x_i)^2/N} \sqrt{\sum y_i^2 - (\sum y_i)^2/N}}$$

Where,

r = Correlation coefficient

N = Number of paired observations

x_i = Value of x variable for ith pair

y_i = Value of y variable for ith pair

The significance of correlation coefficient was tested by 't' value, which was measured by using following formula:

$$t = \frac{r \sqrt{N-2}}{\sqrt{1-r^2}}$$

d.f. = N - 2

The value of 'r' always lies between -1 to +1. The positive value of 'r' indicate a tendency of 'x' and 'y' to increase together. Where 'r' is negative, large value of 'x' are associated with small value of 'y'. For test of significance 'r' tabulated is located at (n-2) degrees of freedom.

4.5 DERIVATION OF Hypotheses (Stated in Null Form)

- H₀₁ There is no relationship between job satisfaction of women workers and their age.
- H₀₂ There is no relationship between job satisfaction of women workers and their education.
- H₀₃ There is no relationship between job satisfaction of women workers and their Annual family income
- H₀₄ There is no relationship between job satisfaction of women workers and their socio-economic status.

Chapter-5

Results and discussion

This chapter deals with the findings of the present study that have been derived after subjecting the data to statistical analysis and their interpretation. The results and their interpretation have been presented under following heads:

- 5.1 Socio-economic status of women workers.
- 5.2 Job satisfaction level of women workers under MGNREGA.
- 5.3 Relationship between job satisfaction and some selected personal characteristics.
- 5.4 Problems faced by women workers in MGNREGA.

5.1.1 General information of women workers

S.No.	Particulars	Villages				Overall N=120
		Habaspura n ₁	Hirnodra n ₂	Naraina n ₃	Mozamabad n ₄	
1.	Marital status					
	Married	24 (80.00)	26 (86.67)	29 (97.67)	25 (83.33)	104 (86.67)
	Widow	6 (20.00)	4 (13.3)	1 (3.33)	5 (16.67)	16 (13.33)
2.	Religion					
	Hindu	30 (100.0)	30 (100.0)	16 (53.33)	21 (70.00)	97 (80.83)
	Muslim	0 (0.0)	0 (0.00)	14 (46.67)	9 (30.00)	23 (19.17)
3.	Type of family					
	Nuclear	14 (46.67)	21 (70.00)	27 (90.00)	13 (43.33)	75 (62.50)
	Joint	16 (53.33)	9 (30.00)	3 (10.00)	17 (56.67)	45 (37.50)

(Figures in the parentheses indicate percentages)

The table shows that majority of women workers (86.67 percent) were married and were from nuclear family (62.50 percent). Most of them were Hindu.

The findings of this study are supported by the findings of Pillai *et al.* (2014).

5.1.2 Socio- economic status of women workers

On the basis of extensive review of literature and discussion with the experts, six personal and family background variables namely age, caste, education and income etc. were selected. The data on these characteristics were analyzed and presented in following tables with an object to draw a general picture of the women workers.

5.1.2.1 Age

Age of the women worker at the time of investigation was recorded by asking their age in completed years and data were classified into three group's viz., (1) below 31 years, (2) from 31 to 53 years and (3) above 53 years. The data with respect to age are presented in Table 5.1.2.1

Table: 5.1.2.1 Distribution of women workers according to their age

S. no.	Category of age	Villages					Total women workers (N=120)
		Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)		
1	Below 31 years	5 (16.66)	5 (16.66)	8 (26.66)	5 (16.66)	23 (19.17)	
2	From 31 to 53 years	19 (63.34)	20 (66.67)	15 (50.00)	21 (70.00)	75 (62.60)	
3	Above 53 years	6 (20.00)	5 (16.67)	7 (23.33)	4 (13.34)	22 (18.33)	

Mean: - 42.71, SD: - 10.78

(Figures in the parentheses indicate percentages)

The data presented in Table 5.1.2.1 indicate that majority (62.60%) of women workers were from 31 to 53 years age group, whereas 18.33 per cent

women worker were above 53 years and only 19.17 per cent women worker were in less than 31 years.

It may be due to the reason that 31- 53 years of age is the time when the physical strength of a person is appropriate for physical work.

The findings of this study are supported by the findings of Pillai *et al.* (2014) and Rathore (2000).

5.1.2.2 Caste

Table: 5.1.2.2 Distribution of women workers according to their caste

S. No.	Category of caste	Villages				Total women workers (N=120)
		Habaspura (n ₁)	Hirnodra (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)	
1	Scheduled caste	14 (46.67)	17 (56.66)	19 (63.33)	0 (0.00)	50 (41.67)
2	Scheduled tribe	6 (20.00)	1 (3.33)	0 (0.00)	1 (3.33)	8 (6.67)
3	Other backward caste	10 (33.33)	12 (40.00)	2 (36.67)	15 (50.00)	39 (32.50)
4	Minority	0 (0.00)	0 (0.00)	9 (30.00)	14 (46.66)	23 (19.16)

(Figures in the parentheses indicate percentages)

The data presented in table 5.1.2.2 indicate that majority (41.67 per cent) of women workers were from scheduled caste, whereas the women workers belonging to other backward caste, minority and scheduled tribe were 32.50 per cent, 19.16 percent and 6.67 per cent, respectively.

It may be because the MGNREGA programme is meant to offer employment to the weaker sections of the society

The findings of this study are supported by the findings of Pillai *et al.* (2014).

5.1.2.3 Education of the respondent

The data presented in table 5.1.2.3 indicate that majority of women workers (66.66%) were illiterate, whereas (13.3 %) were literate, primary school level and can sign only (7.5%), secondary school level (4.1%) and lowest 0.83 per cent women workers were having senior secondary level.

Table: 5.1.2.3 Distribution of women workers according to their education

S.No	Level of education	Villages				Total women workers (N=120)
		Habaspura (n ₁)	Hirnodra (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)	
1	Illiterate	29 (96.67)	17 (56.66)	20 (66.67)	14 (46.67)	80 (66.66)
2	Can sign only	0 (0.00)	5 (16.67)	6 (20.00)	5 (16.67)	9 (7.50)
3	Literate (can read and write)	0 (0.00)	5 (16.67)	1 (3.34)	3 (3.34)	16 (13.30)
4	Primary school level	0 (0.00)	3 (10.00)	1 (3.33)	5 (16.67)	9 (7.50)
5	Secondary school level	1 (3.33)	0 (0.00)	1 (3.33)	3 (3.33)	5 (4.10)
6	Senior secondary level	0 (0.00)	0 (0.00)	1 (3.33)	0 (0.00)	1 (0.84)

Mean: - 0.44, SD: - 0.828

(Figures in the parentheses indicate percentages)

This may be because MGNREGA is basically an unskilled work and thus no qualification or skill is required for getting job under the scheme. The findings of this study support the findings of Sharma (1993), Rathore (2000).

5.1.2.4 Annual family income

Table: 5.1.2.4 Distribution of women workers according to their annual family income

S.no	Category of annual family income (Rs.)	Villages				Total women workers (N=120)
		Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)	
1	Low (below Rs.57,233)	9 (30.00)	8 (26.66)	6 (20.00)	3 (10.00)	26 (21.67)
2	Middle (Rs. 57,233 to 86,100)	19 (63.33)	14 (46.67)	21 (70.00)	18 (60.00)	72 (60.00)
3	High (above Rs. 86,100)	2 (6.67)	8 (26.67)	3 (10.00)	9 (30.00)	22 (18.33)

Mean: - 71666.67, SD: - 15280.75

(Figures in the parentheses indicate percentages)

The data presented in table 5.1.2.4 indicate that majority of women workers (60.00%) were from middle income group, whereas 21.67 % women worker were from low income group and only 18.33% women workers were from high income group.

This may be due to the reason that the objective of MGNREGA scheme is to provide job to people from low income group.

5.1.2.5 Socio- economic status

Socio-economic status is reflected by the family education, occupation status, housing condition, living status, overall modernity and self confidence. It plays an important role in the economic well being of a rural family.

For finding out the socio-economic status of women workers towards MGNREGA programme, the socio-economic status of respondents was classified into three levels "High ", "Medium " and "Low " on the basis of mean (79.90) and standard deviation (17.50).

Table 5.1.2.5 Distribution of women workers according to their socio- economic status

S.no.	Socio-economic status	Villages				Total women workers (N=120)
		Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)	
1	Low (Below 63.78 score)	8 (26.67)	0.00 (0.00)	4 (13.33)	1 (3.34)	13 (10.83)
2	Medium (63.78 to 96.02)	19 (63.33)	19 (63.33)	23 (76.67)	25 (83.33)	86 (71.67)
3	High (Above 96.02 score)	3 (10.00)	11 (36.67)	3 (10.00)	4 (13.33)	21 (17.50)

Mean: - 79.90, SD: - 17.50

(Figures in the parentheses indicate percentages)

The data presented in table 5.1.2.5 indicate that majority of women workers (71.67%) were from medium socio-economic group, whereas (17.50 %) and (10.83 %) women workers were from high or low socio-economic status respectively.

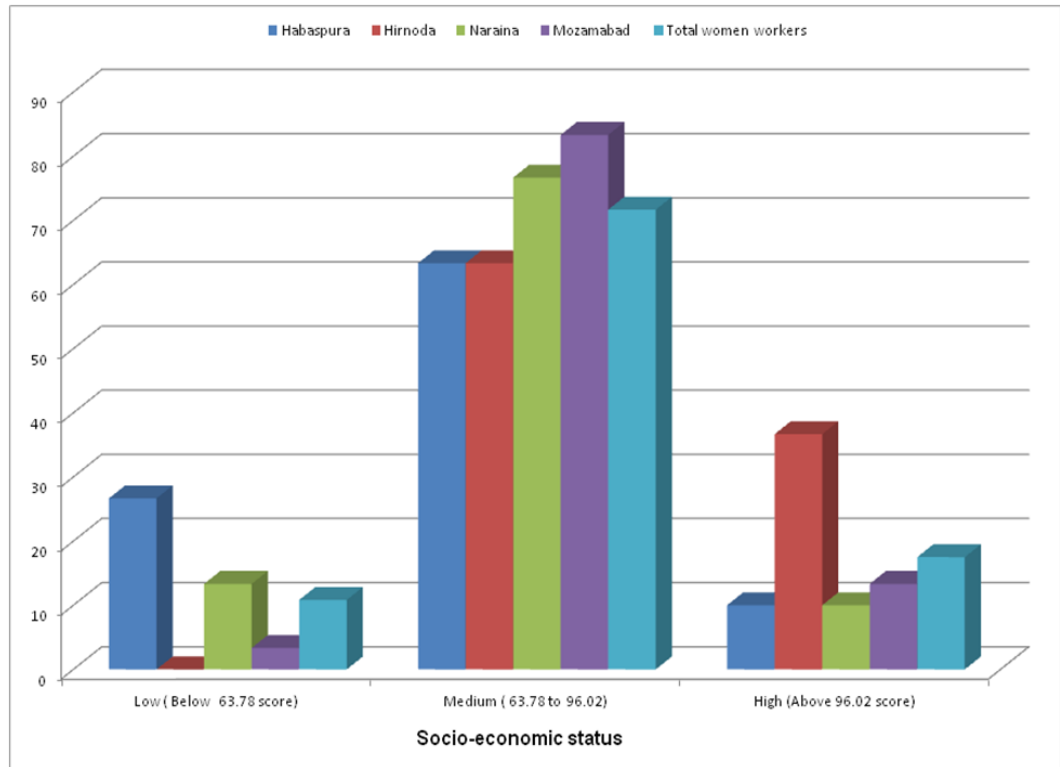


Fig. 5.1 Distribution of women workers according to their socio- economic status

The percentage of women workers belonging to high socio-economic status was more in Hirnoda village (36.67 %) as compare to other villages however the percentage of low socio- economic status of women workers was more in Habaspura village (26.67%) against that in other villages.

The results regarding socio-economic status of women workers towards MGNREGA programme in selected villages has also been presented diagrammatically (fig.5.1).

5.2 Job satisfaction level of women workers towards MGNREGA programme

The job satisfaction of the women worker was studies under various aspects of job satisfaction classified under following components:

- vi) Job satisfaction related to administrative factors
- vii) Job satisfaction related to workload
- viii) Job satisfaction related to wages
- ix) Job satisfaction related to working atmosphere
- x) Job satisfaction related to personal factors

Under each component a no. of statements were framed and responses of the women workers were recorded in highly satisfied, satisfied, not satisfied and scores 3,2,1 were given respectively. On the basis of the total score obtained by each respondent, they were classified into 3 categories “highly satisfied”, “satisfied” and “not satisfied” on the basis of mean (84.47) and standard deviation (10.82) as follows:

- (i) The respondents who obtained the job satisfaction score below 73.65 were classified as “not satisfied” with MGNREGA programme.
- (ii) The respondents who obtained the job satisfaction score from 73.65 to 95.29 were categorized as “satisfied” with MGNREGA programme.
- (iii) The respondents who obtained the job satisfaction score more than 95.29 were classified “highly satisfied” with MGNREGA programme.

Table 5.2.1 Distribution of women workers as per overall job satisfaction scores

S. No.	Levels of job satisfaction	Villages				Total women workers (N=120)
		Habaspura (n ₁)	Hirnoda (n ₂)	Nraina (n ₃)	Mozamabad (n ₄)	
1.	Highly satisfied (above 95.29 score)	1 (3.33)	7 (23.33)	2 (6.67)	1 (3.33)	11 (9.16)
2.	Satisfied (73.65 to 95.29 score)	29 (96.67)	23 (76.67)	23 (76.67)	26 (86.67)	101 (84.17)
3	Not satisfied (below 73.65 score)	0 (0.00)	0 (0.00)	5 (16.66)	3 (10.00)	8 (6.67)
	Mean	84.86	90.33	82.10	80.30	
	SD	2.60	6.65	8.35	5.87	

(Figures in the parentheses indicate percentages)

It is evident from the Table - 5.2.1 that majority of women workers (84.17 percent) were “satisfied” with MGNREGA, whereas 6.67 percent women workers were “not satisfied” and only 9.16 percent women workers were “highly satisfied ” with MGNREGA.

Further majority of women showed medium level of satisfaction in all the villages.

The Number of women workers having highest satisfaction was maximum in (23.33 %) in village Hirnoda and least (3.33 %) in Habaspura and Mozamabad each.

This may be due to the reason that the Hirnoda village is the unirrigated and backward area and thus the MGNREGA programme might have been observing in most effective manner in this area.

The findings of this study are supported by the findings of Saini (2008), Mishra *et al.* (2006) and Manjula (2000).

The results regarding job satisfaction of women workers towards MGNREGA programme in selected villages has also been presented diagrammatically (fig.5.2).

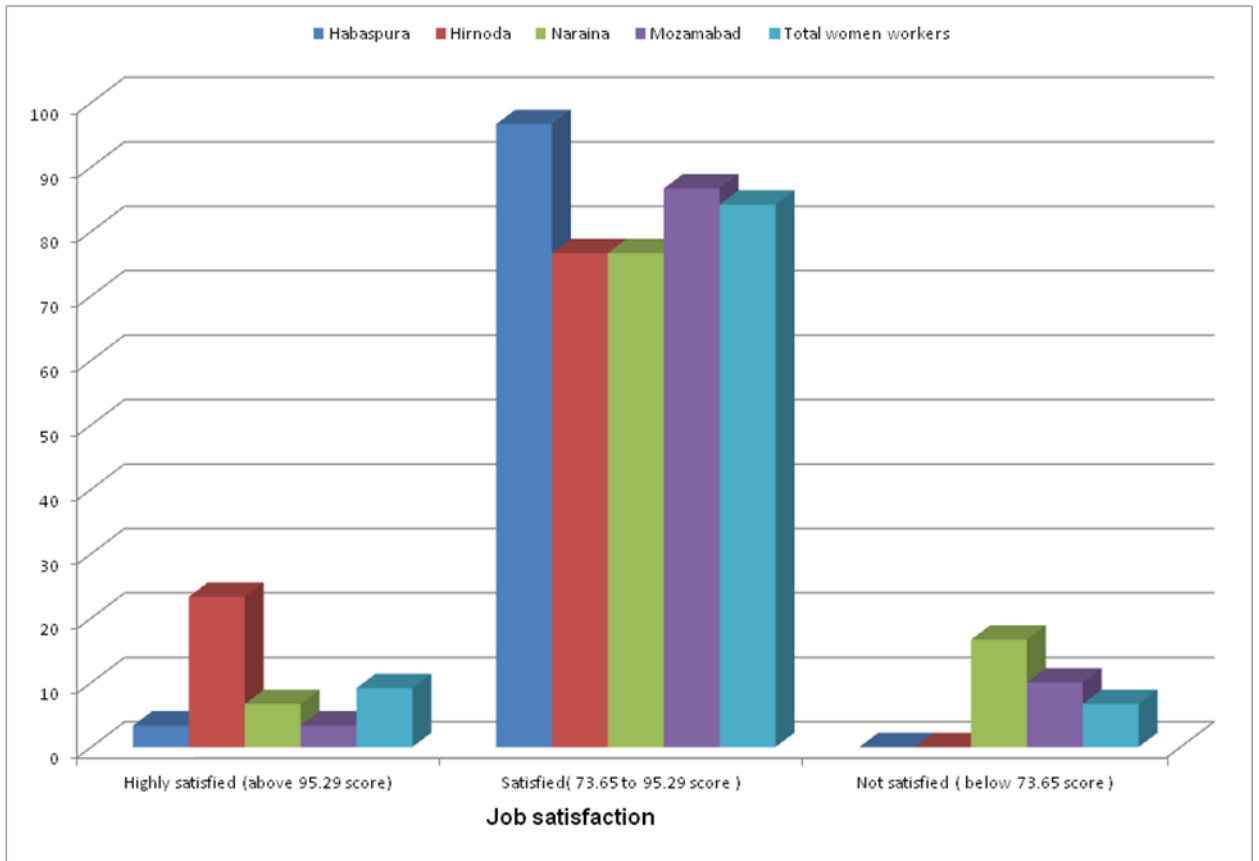


Fig. 5.2 Distribution of women workers as per overall job satisfaction scores

5.2.2 Job satisfaction of women workers towards different components

Job satisfaction perceived by the women workers with MGNREGA programme were grouped in to five major categories *viz.*, job satisfaction related to administrative factors, workload, wages, working atmosphere and personal factors. Component wise job satisfaction of their women workers in presented below.

5.2.2.1 Administrative factors

Job satisfaction with administrative factor was calculated for individual statement & mean percentage scores were calculated for individual village. The responses were ranked to find out degree of satisfaction of the respondents for each statement.

Table shows that workers were more satisfied with the “staff” (81.66MPS), “Ability of the programme to provide guaranteed job” (81.11MPS), and “Monitoring of the programme” (80.27 MPS). This reflected that the programme is successfully achieving its objectives.

Women were found to be least satisfied with “Duration of guaranteed work (100 days)” (60.41 MPS), “Distance of work place (5 km) from the residence of job card holder” (64.44 MPS), and “Measurement of the work done” (73.05MPS). This may be due to the fact that MGNREGA programme provides only 100 days work employment in one year and remaining period they could not get any better option for the employment that’s why they were least satisfied with this programme.

Job satisfaction related to administrative factors were tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Friedman rank non parametric test and found to be significant at 0.05 per cent of significance.

The results job satisfaction related administrative factors faced by women workers in MGNREGA programme were also presented diagrammatically (fig. 5.3).

Table: 5.2.2.1 Job satisfaction related to administrative factors

S.No.	Administrative factors	Mean percent score					Overall Rank
		Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)	(N=120)	
1	Concept of the programme in providing guaranteed job	92.22	76.66	87.77	55.55	78.05	V
2	Various works undertaken under the programme like water harvesting, housing, roads,vermi composting etc.	80.00	76.66	77.77	61.11	74.44	VII
3	Procedure to set the job under the scheme	87.77	81.11	85.55	63.33	79.44	IV
4	Distance of work place (5 km) from the residence of job card holder	61.11	80.00	77.77	38.88	64.44	X
5	Monitoring of the programme	80.00	92.22	80.00	68.88	80.27	III
6	Allotment of the job	78.88	78.88	74.44	71.11	75.55	VI
7	Measurement of the work done	82.22	81.11	70.00	58.88	73.05	IX
8	Administrative setup of the programme	83.33	84.44	77.77	74.44	79.44	IV
9	Ability of the programme to provide guaranteed job	86.66	81.11	75.55	80.00	81.11	II
10	Staff	76.66	90.00	75.55	84.44	81.66	I
11	Duration of guaranteed work(100 days)	40.00	47.77	53.33	56.66	60.41	XI
12	Provision of unemployment allowance	68.88	80.00	77.77	68.88	73.08	VIII
		91.66	89.06	86.66	88.07	85.24	
	Fried man	Csqr	52.35	50.4	34.07	48.07	
	Rank test	d.f.	2	2	2	2	
		p	<0.0001	<0.0001	<0.0001	<0.0001	

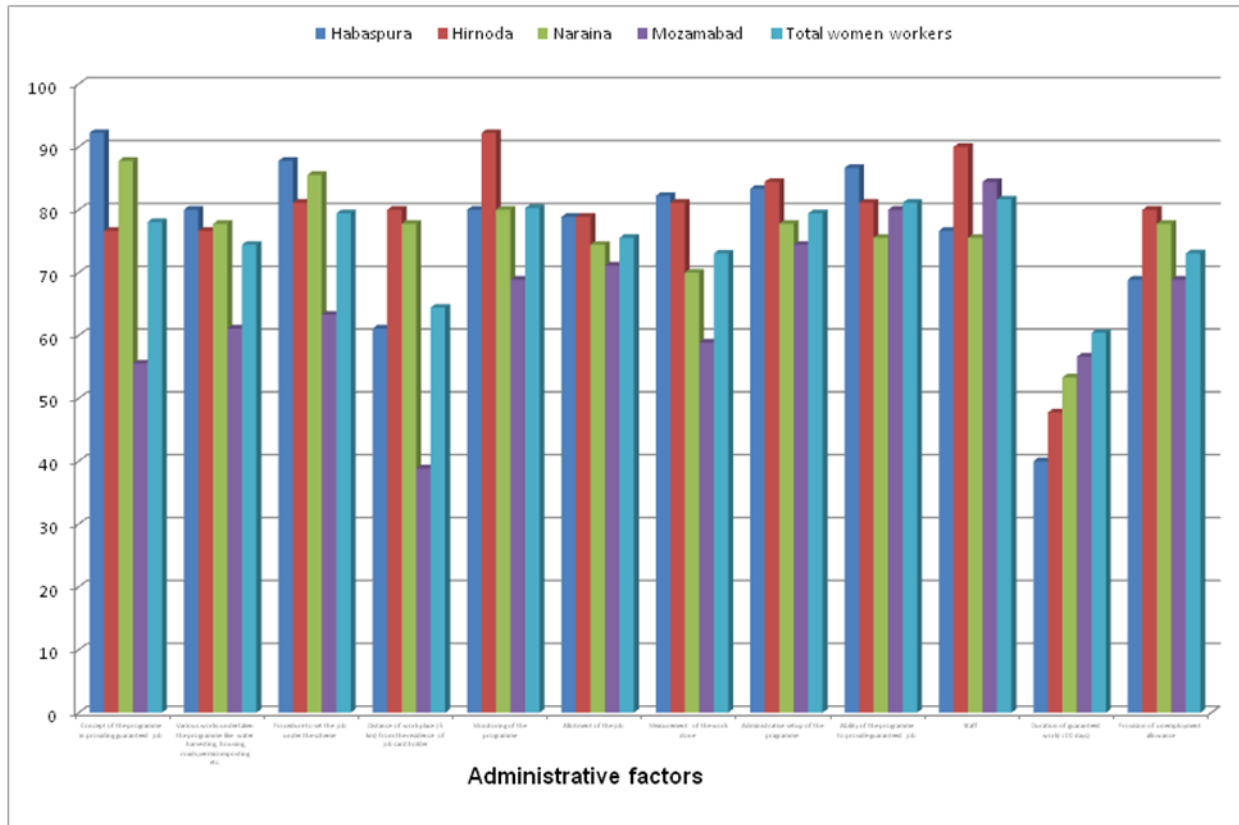


Fig. 5.3 Job satisfaction related to administrative factors

Table: 5.2.2.2 Job satisfaction related to workload

S.No.	Workload	Mean percent score					Rank
		Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)	Overall (N=120)	
1	Working hours(6hrs daily)	87.77	87.77	74.44	92.22	85.55	I
2	Timing of the programme (6 a.m. to 12 a.m.)	85.55	87.77	56.66	88.88	79.22	II
3	Physical labour involved in the work	64.44	81.11	64.44	91.66	67.58	III
4	Work is as per my physical ability	90.00	66.66	58.88	93.33	61.94	V
5	Work is as per my skill &ability	61.11	70.00	60.00	61.11	63.05	IV
		60.00	90.76	72.56	91.38	59.62	
	Fried man	Csqr	37.72	45.27	37.07	41.27	
	Rank test	d.f.	2	2	2	2	
		P	<0.0001	<0.0001	<0.0001	<0.0001	

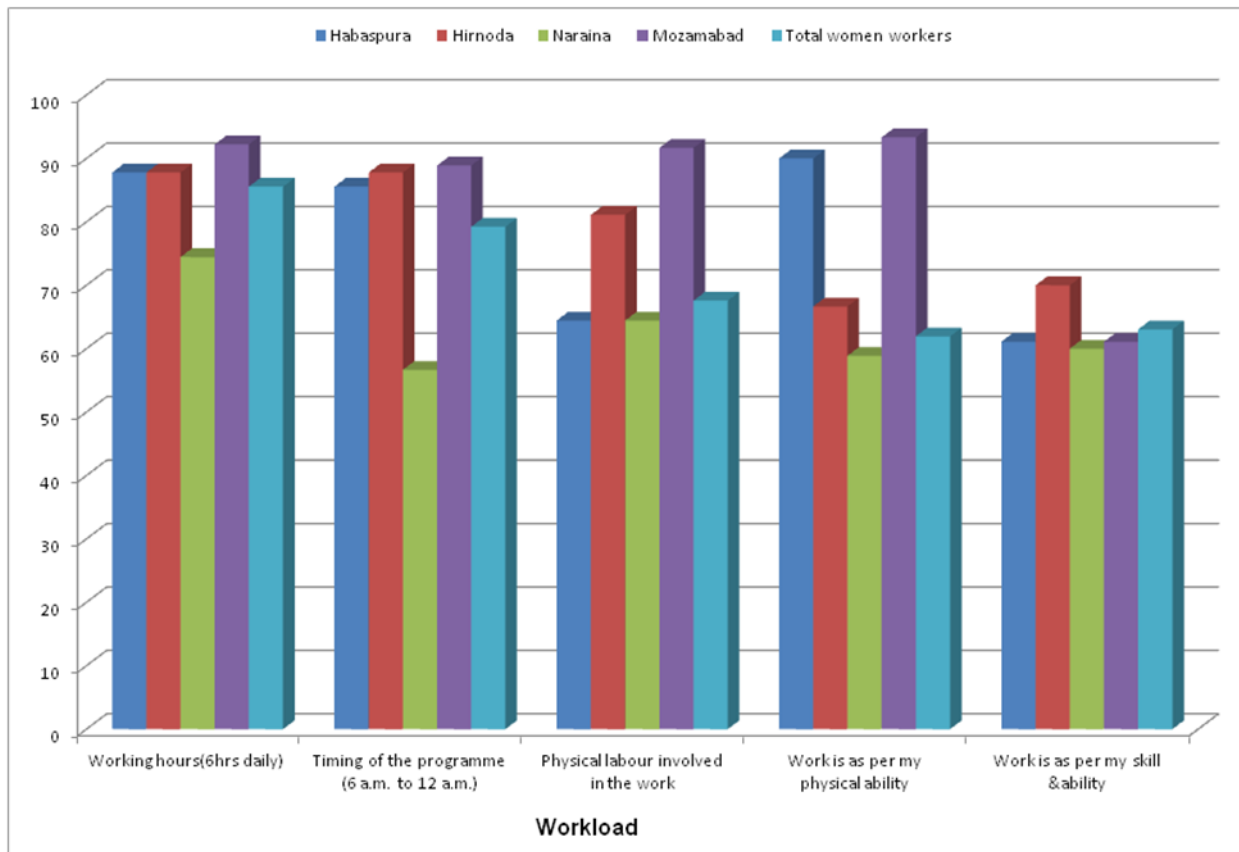


Fig. 5.4 Job satisfaction related to workload

Table: 5.2.2.3 Job satisfaction related to wages

S.No.	Wages	Mean percent score					Rank
		Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)	Overall (N=120)	
1	Amount of wages	53.33	38.88	33.33	36.66	36.11	V
2	Mode of payment	100.0	71.11	67.77	91.11	74.44	I
3	Timeliness of the payment	74.44	58.88	66.66	71.11	68.05	II
4	Ease in getting the payment	73.33	61.11	58.88	66.66	65.27	IV
5	Measurement of the days	61.11	77.77	65.55	58.88	65.83	III
		84.84	76.94	73.05	88.98	77.43	

Fried man	Csqr	45.6	48.75	40.87	31.27
Rank test	d.f.	2	2	2	2
	p	<0.0001	<0.0001	<0.0001	<0.0001

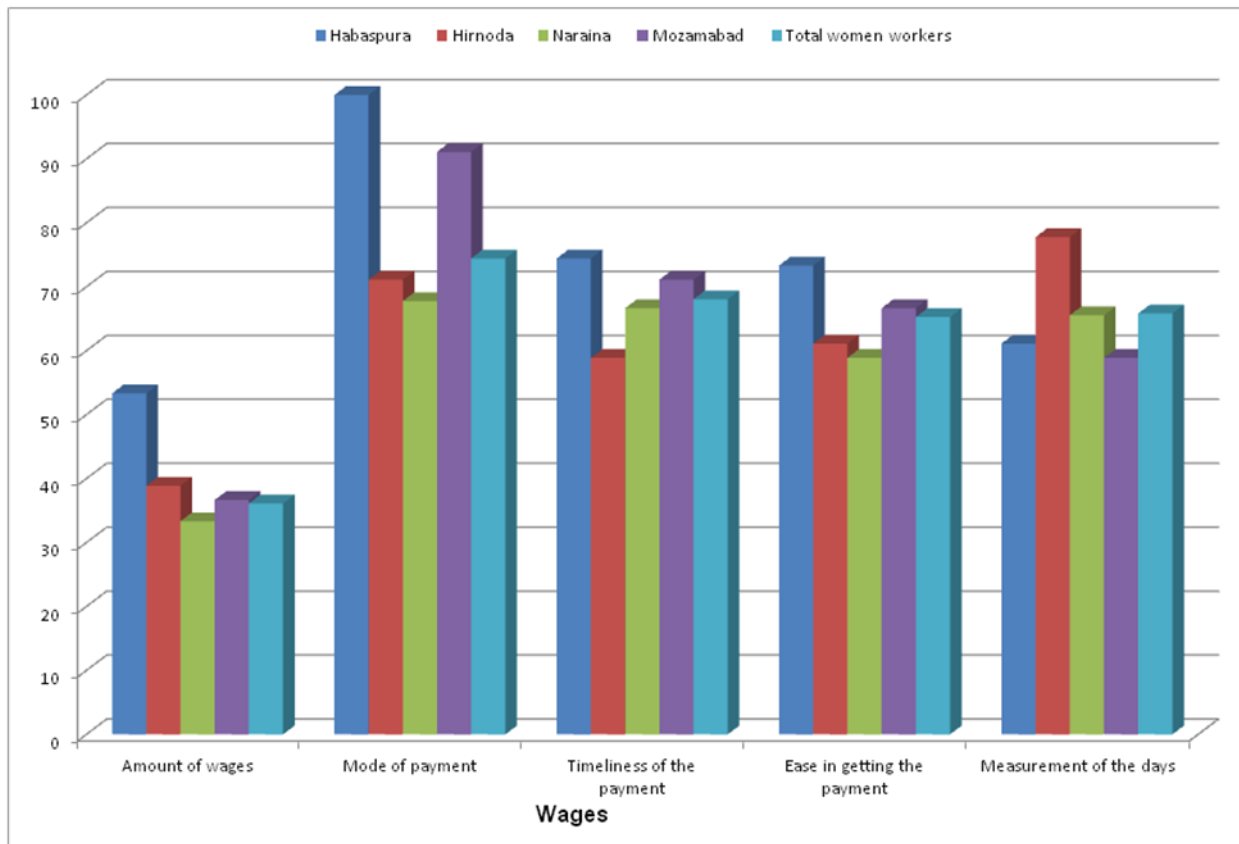


Fig. 5.5 Job satisfaction related to wages

Table: 5.2.2.4 Job satisfaction related to working atmosphere

S.No.	Working atmosphere	Mean percent score					Rank
		Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)	Overall (N=120)	
1	Security at work place	70.00	72.22	68.88	42.22	63.05	VII
2	Drinking water facility	67.77	73.33	71.11	40.00	70.55	V
3	Facility of shade	66.66	82.22	66.66	67.77	76.11	I
4	Facility for crèche for children	65.00	53.33	56.66	100.0	41.66	VIII
5	Facility of tools & equipment required	65.65	68.88	67.77	100.0	67.22	VI
6	Behavior of workmates	75.55	75.55	70.00	73.33	73.61	III
7	Behavior of mate/supervisor	74.44	75.55	73.33	77.77	75.29	II
8	Behavior of villagers	68.88	66.66	70.00	81.11	71.66	IV
9	Facility of first aid box	100.0	51.66	36.66	100.0	34.44	IX
		84.83	86.03	80.31	90.92	86.04	
	Fried man	Csqr	42.47	48.75	45.50	40.25	
	Rank test	d.f.	2	2	2	2	
		p	<0.0001	<0.0001	<0.0001	<0.0001	

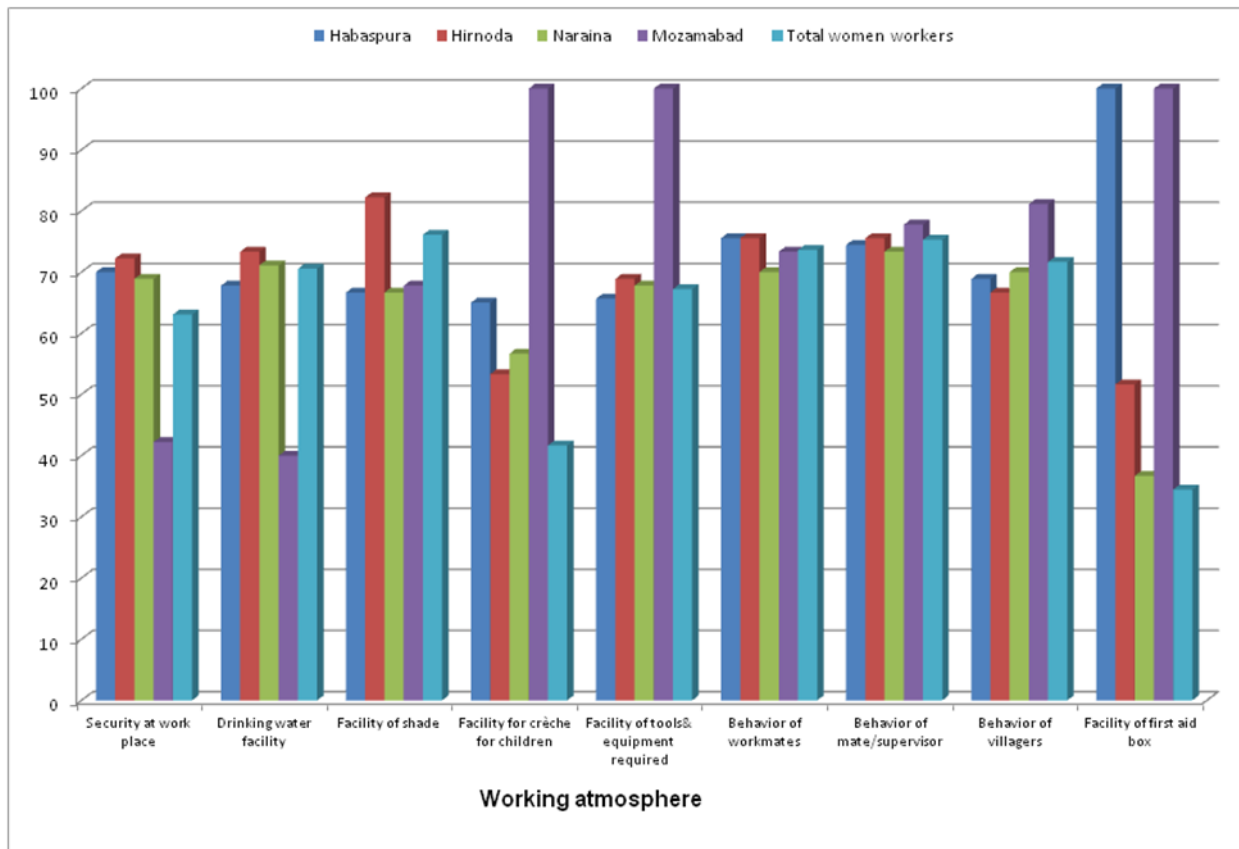


Fig. 5.6 Job satisfaction related to working atmosphere

Table: 5.2.2.5 Job satisfaction related to personal factors

s.no.	Personal factors	Mean Percent score					Rank
		Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)	Overall (N=30)	
1	Sense of achievement.	81.11	78.88	92.22	43.33	73.61	III
2	Role in decision making in family matters	73.33	77.77	70.00	65.55	71.94	VI
3	Role in financial matters.	75.55	72.22	75.55	65.55	72.22	V
4	Sense of security.	75.55	82.22	71.11	44.44	68.33	VII
5	Reputation in family	73.33	84.44	72.22	82.22	78.05	I
6	Reputation in village	73.33	78.88	74.44	76.66	75.55	II
7	Motivation received from the official.	71.11	77.77	70.00	70.00	72.22	V
8	Motivation received from family members	73.33	77.77	64.44	76.66	73.05	IV
9	Use of leisure time	47.77	63.33	68.33	62.22	54.72	VIII
10	Income generation	65.00	64.44	76.66	61.11	54.72	VIII
		79.35	90.93	82.40	80.97	80.12	

Fried man	Csqr	52.32	45.42	42.24	40.52
Rank test	d.f.	2	2	2	2
	p	<0.0001	<0.0001	<0.0001	<0.0001

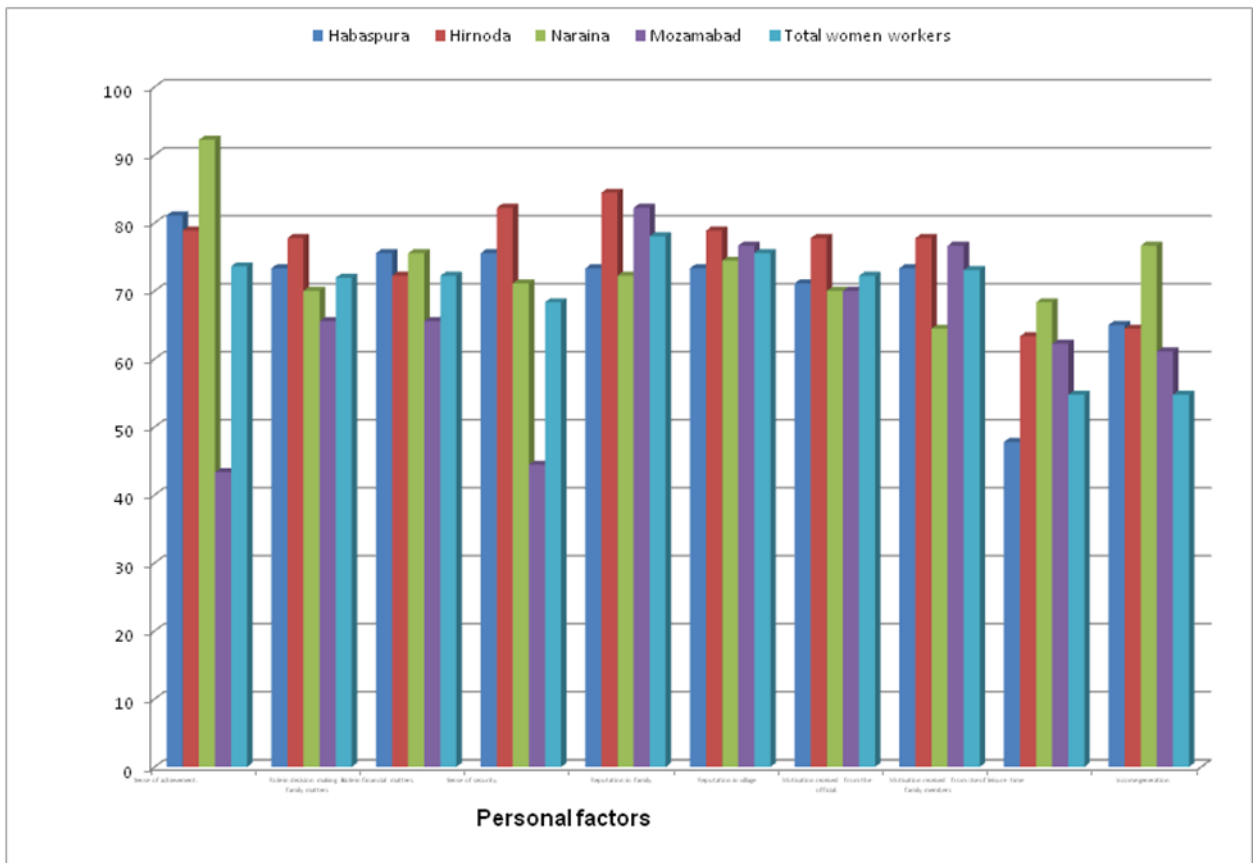


Fig. 5.7 Job satisfaction related to personal factors

5.2.2.2 Work load

Satisfaction of the workers with regards to the work load was assessed on the basis of working hours, timings and the physical labour involved in the programme. The data are presented in table 5.2.2.2

The data reveal that the workers were highly satisfied with the “Working hours (6 hrs) daily” (85.55 MPS) and “Timing of the programme (6 a.m. to 12 a.m.)” (79.22 MPS). This may be due to the fact that in other labour work, the working hours are more than MGNREGA. Further the timing 6 a.m. to 12 a.m. are also very suitable due to low temperature during morning and suitability for women as they have to take care of family affairs also along with the job.

Women workers were found to be highly dissatisfied with the fact “Work is as per their physical ability” (61.94 MPS). This may be due to the fact that MGNREGA is basically a labour work. Therefore they might be finding it difficult and thus are not satisfied.

Job satisfaction related to workload was tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Friedman rank non parametric test and found to be significant at 0.05 per cent of significance.

The results job satisfaction related workloads faced by women workers in MGNREGA programme were also presented diagrammatically (fig. 5.4).

5.2.2.3 Wages

Satisfaction of the worker with regard to the wages was recorded on the basis of amount of wages, mode of payment and timeliness of the payment in programme. The data are presented in table 5.2.2.3

The data reveal that the workers were highly satisfied with the “Mode of payment” (74.44 MPS) and “Timeliness of the payment” (68.05 MPS). This may be due to the fact that wages of women worker was directly deposited in bank account and are not paid cash.

Women workers were found to be highly dissatisfied with the “Amount of wages” (36.11 MPS). In MGNREGA they get only Rs.181/day whereas in other labour work they may get up to Rs. 300/day or more which may be the main reason for dissatisfaction

Job satisfaction related to wages were tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Friedman non parametric test and found to be significant at 0.05 per cent of significance.

The results job satisfaction related wage of by women workers in MGNREGA programme were also presented diagrammatically (fig. 5.5).

5.2.2.4 Working atmosphere

Satisfaction of the workers with regard to the working atmosphere was found out on the basis of security at work place, facility of water, shade, first aid box etc.

Table shows that workers were more satisfied with the “facility of shade” (76.11 MPS) and “Behavior of mate/supervisor” (75.29 MPS) followed by “Behavior of workmates” (73.61 MPS). This may be due to the fact that the MGNREGA works are carried out in the morning between 6 a.m. to 12 a.m. and implementing agency provides shades at working site.

Women workers were found to be least satisfied with “Facility of first aid box” (34.44 MPS), “Facility for crèche for children” (41.66 MPS) and “Security at work place” (63.05 MPS). This may be due to the reason that in spite of provision in the programme, such facilities are not made available at the work site. As this is the manual work there is every possibility of injury.

Job satisfaction related to working atmosphere was tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Friedman non parametric test and found to be significant at 0.05 per cent of significance.

The results job satisfaction related working atmosphere faced by women workers in MGNREGA programme were also presented diagrammatically (fig.5.6).

5.2.2.5 Personal factors

Satisfaction of the workers with regards to the personal factors was recorded on the basis of sense of achievement, role in family matters, financial matters, reputation in family and village etc. The data are presented in table 5.2.2.5

The data revealed that the workers were highly satisfied with the “Reputation in family” (78.05 MPS), “Reputation in village” (75.55 MPS), and

“Sense of achievement” (73.61 MPS). This may be due to the fact MGNREGA is a source of employment and source of income for the family.

Women workers were found least satisfied with “Use of leisure time” (54.72 MPS), “Income generation” (54.72 MPS and “Sense of security” (68.33 MPS). May be because the programme is providing only 100 days employment which is not sufficient, so there is no sense of security.

Job satisfaction related to personal factors were tested in respect of villages i.e. Habaspura, Hirnoda, Naraina, Mozamabad using Fried man non parametric test and found to be significant at 0.05 per cent of significance.

The results job satisfaction related personal factors experienced by women workers in MGNREGA programme were also presented diagrammatically (fig.5.7).

5.3. Relationship of selected independent variables of women workers with their job satisfaction towards MGNREGA programme

The relationship between the job satisfaction of women workers with MGNREGA and the selected independent variables viz. their age, education, annual income of family, socio- economic status were measured by computing “Coefficient of correlation (r)”. The data have been presented in table 5.3.1.

Table: 5.3.1 Relationship of the selected independent variables with overall job satisfaction of women workers

S. no.	Independent variables	Correlation coefficient
1	Age	0.054
2	Education	-0.126
3	Annual income	-0.086
4	Socio-economic status	0.557**

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

** Correlation is significant at the 0.01 level (2- tailed)

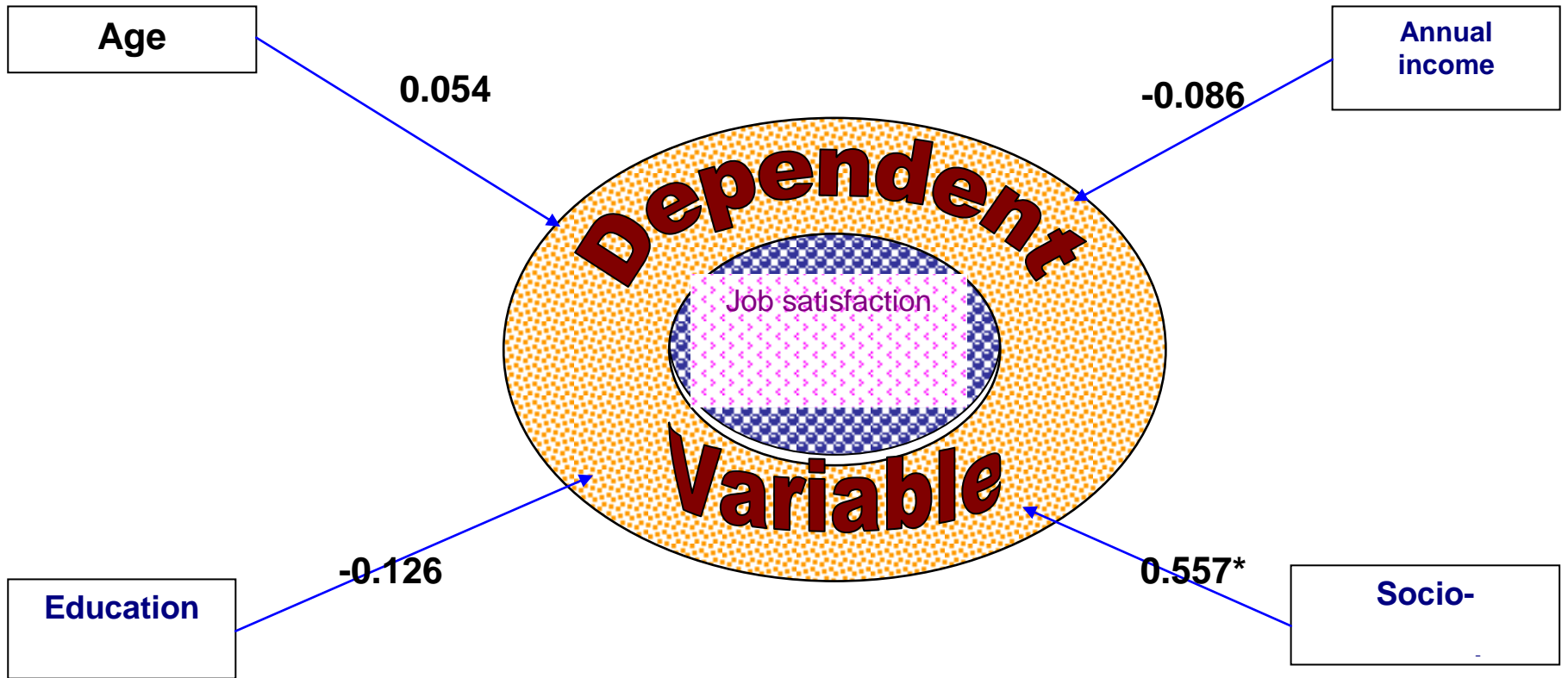


Fig. 5.8 Final paradigm showing dependent and independent variables

Age:

It is evident from the data that the age of women workers was non significantly associated with their job satisfaction, hence the statement in (HO_{0.1.1}) “There is no relationship between job satisfaction of women workers about MGNREGA programme and age of women workers” is accepted.

Job satisfaction is simply a psychological phenomena and a person can be satisfied or dissatisfied with his job irrespectively of his or her age.

Education and annual income:

It was revealed from the data that education and annual income of women workers was negatively and nonsignificantly associated with their job satisfaction of MGNREGA. Hence the statement in (HO_{0.1.2}), (HO_{0.1.3}) “There is no relationship between job satisfaction of women workers and education and annual income in MGNREGA programme and” is accepted.

This may be due to the fact that most of the respondents were illiterates and from middle income group therefore the association was non significant.

Socio-economic status:

It is evident from the data that the socio-economic status of women workers was significantly associated with their job satisfaction of MGNREGA. Hence the statement in (HO_{0.1.4}) “There is no relationship between job satisfactions of women workers about MGNREGA programme and socio-economic status of women workers” is rejected.

This may be due to the fact that most of the respondents were from medium socio-economic group therefore the association has been found significant.

The results show relationship of the selected independent variables with overall job satisfaction of women workers were also presented diagrammatically (fig.5.8).

5.4 Problems faced by women workers in MGNREGA

Problems perceived by the women workers towards MGNREGA programme were grouped in to three major categories *viz.*, personal and family problems, operational problems and problems on worksite. The responses were recorded as most important, important and least important.

5.4.1 Personal and family problems

Results show that the most important problems faced by the women were “Children left uncared” (83.33 MPS) followed by “Domestic work neglected” (81.66 MPS). This may be due to the reason that children were either left with the family members or were brought to the work site. Where the mothers were busy with the work so the children were unattended.

The least important problems reported were “Non-cooperation from family members” (58.38 MPS) and “No extra work can be taken up due to fatigue and debility” (60.55 MPS). May be due to the fact that MGNREGA gives some earning to the family thus family members cooperate each other.

The findings of this study support the findings of Tiwari and Upadhyay (2012), Garg (2008) and Sharma (2007).

The results on the personal and family problems faced by women workers in MGNREGA programme were also presented diagrammatically (fig. 5.9).

5.4.2 Operational problems

The data reveal that the most important problems faced were “Delay in issuing job card” (79.44 MPS) and “Huge delay in work payment” (77.77 MPS) followed by “Wages not provided according to MGNREGA act” (76.66 MPS). May be because of the lengthy official procedure. Further mostly the earth works are taken up under MGNREGA so the measurement of the work is sometime not proper which causes delay in the payment.

Least important problems faced by the workers were “difference in wages” (46.94 MPS) and “job card not hold by real beneficiaries” (53.34 MPS) followed by “families below poverty line not registered” (54.74 MPS). Under

MGNREGA programme equal wages are paid to men and women that 'why workers did not face such problems.

The findings of this study support the findings of Bishnoi *at el.* (2012), Tiwari and Upadhyay (2012), Sanker *at el.* (2011).

The results of operational problems faced by women workers in MGNREGA programme were also presented diagrammatically (fig. 5.10).

5.4.3. Worksite

Data reveal that the most important problems faced by the women workers were "Lack of safe drinking water" (73.38 MPS) "and "No shade during rest period" (72.77MPS). May be because the MGNREGA works are taken up during slack season i.e. summers when water requirement is high and there is a scarcity of water in rural areas

Problems like "No extra facilities are given to women" (53.20 MPS) "Ex- gratia payment not given after injury" (53.33 MPS) were least important for women because this progarmme do not give permanent employment to the workers so they do not accept such facilities.

The findings of this study support the findings of Tiwari and Upadhyay (2012), Anand (2008), Patel (2008) and Dreze *et al.* (2007)

The problems related to work site faced by women workers in MGNREGA programme were also presented diagrammatically (fig. 5.11).

Table: 5.4.1 problems related to individual and family

S.No.	Problems	Mean percent score				Overall (N=120)	Rank
		Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)		
1	Too much workload in family	63.33	73.33	81.11	68.88	71.66	III
2	Non-cooperation from family members	64.44	75.55	41.11	46.66	58.38	VI
3	Domestic work neglected	80.00	76.66	97.77	72.22	81.66	II
4	No extra work can be taken up due to fatigue and debility	67.77	64.44	57.77	52.22	60.55	V
5	Children left uncared	74.44	83.33	96.66	75.55	83.33	I
6	Farm and cattle care activities not attended properly	66.66	66.66	68.66	51.11	63.33	IV

Table: 5.4.2 Problems related to operation of the programme

S. no	problems	Mean Percent Score				Overall (N=120)	Rank
		Habaspur a (n ₁)	Hirnod a (n ₂)	Naraina (n ₃)	Mozamaba d (n ₄)		
1	Delay in issuing a job card	71.11	74.44	94.44	77.77	79.44	I
2	Unemployment allowances not provided in case of delay in job.	65.55	70.00	60.00	52.22	61.94	VII
3	Job card not hold by real beneficiaries	58.88	56.66	37.77	60.00	53.34	X
4	Families below poverty line not registered	60.00	55.55	36.66	66.66	54.72	IX
5	Unable to availed 150 days of employment according to the act.	64.44	68.88	68.88	70.00	68.05	V
6	Wages not provided according to MGNREGA act	70.00	74.44	58.55	76.66	76.66	III
7	Huge delay in work payment	68.88	84.44	78.88	78.88	77.77	II
8	Difference in wage	57.77	47.77	36.66	44.44	46.94	XI
9	Improper measurement of earth work	61.11	67.77	65.55	70.05	66.11	VI
10	Behaviour of mate is not good.	72.22	61.11	67.77	68.88	76.22	IV
11	The measurement of work is not proper	66.66	71.11	69.25	53.33	64.44	VII

Table: 5.4.3 Problems related to worksite

.No.	Problems	P	Mean percent score				Overall	Rank
			Habaspura (n ₁)	Hirnoda (n ₂)	Naraina (n ₃)	Mozamabad (n ₄)		
	Lack of safe drinking water	L	67.77	66.66	73.11	68.11	73.38	
	Lack of crèche facility	L	3.33	1.11	2.22	2.22	2.22	V
	Ex-gratia payment not given after injury	E	1.33	3.33	2.22	6.66	3.33	
	No shade during rest period	N	5.55	1.11	2.22	2.22	2.77	I
	No extra facilities are given to women	N	7.77	2.22	8.88	4.44	3.20	I
	Long distance provided for work	L	8.88	4.44	7.77	3.33	5.38	II

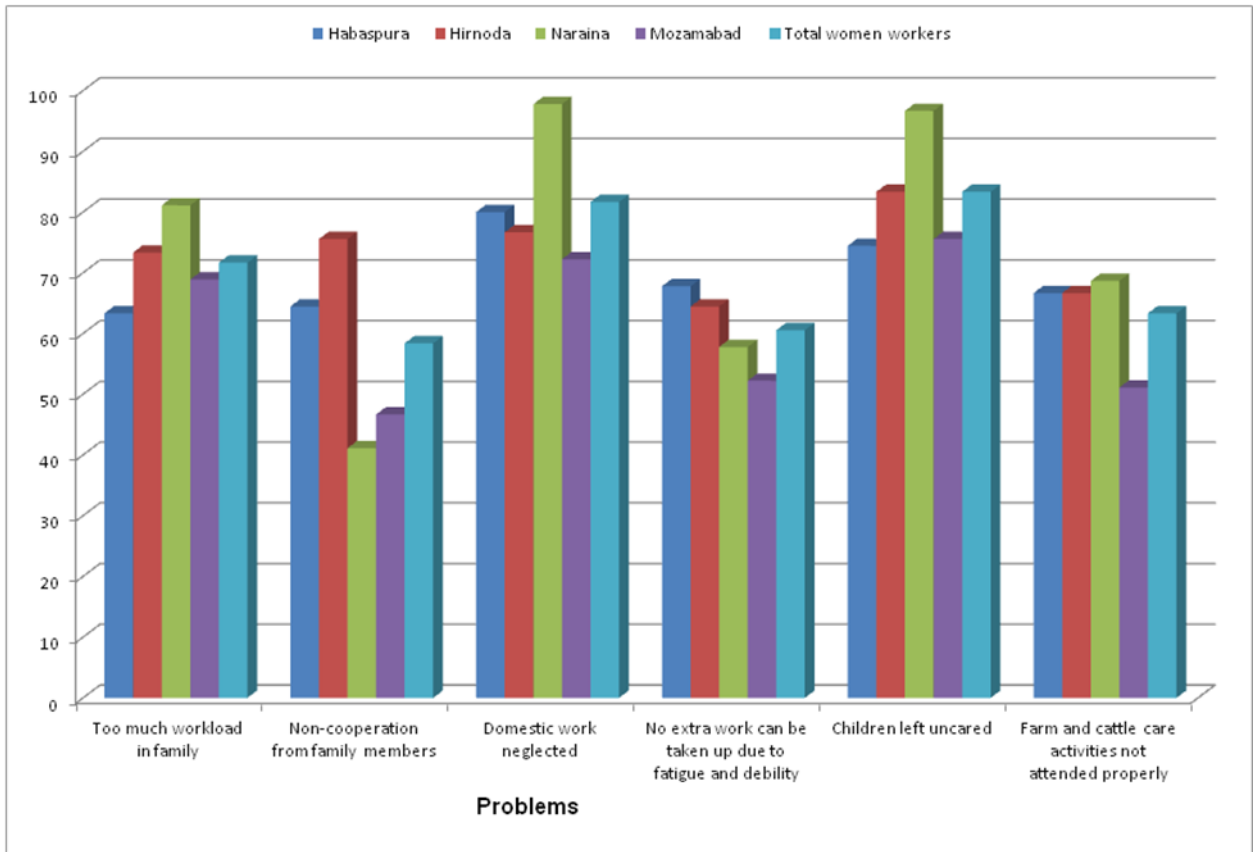


Fig. 5.9 Problems related to individual and family

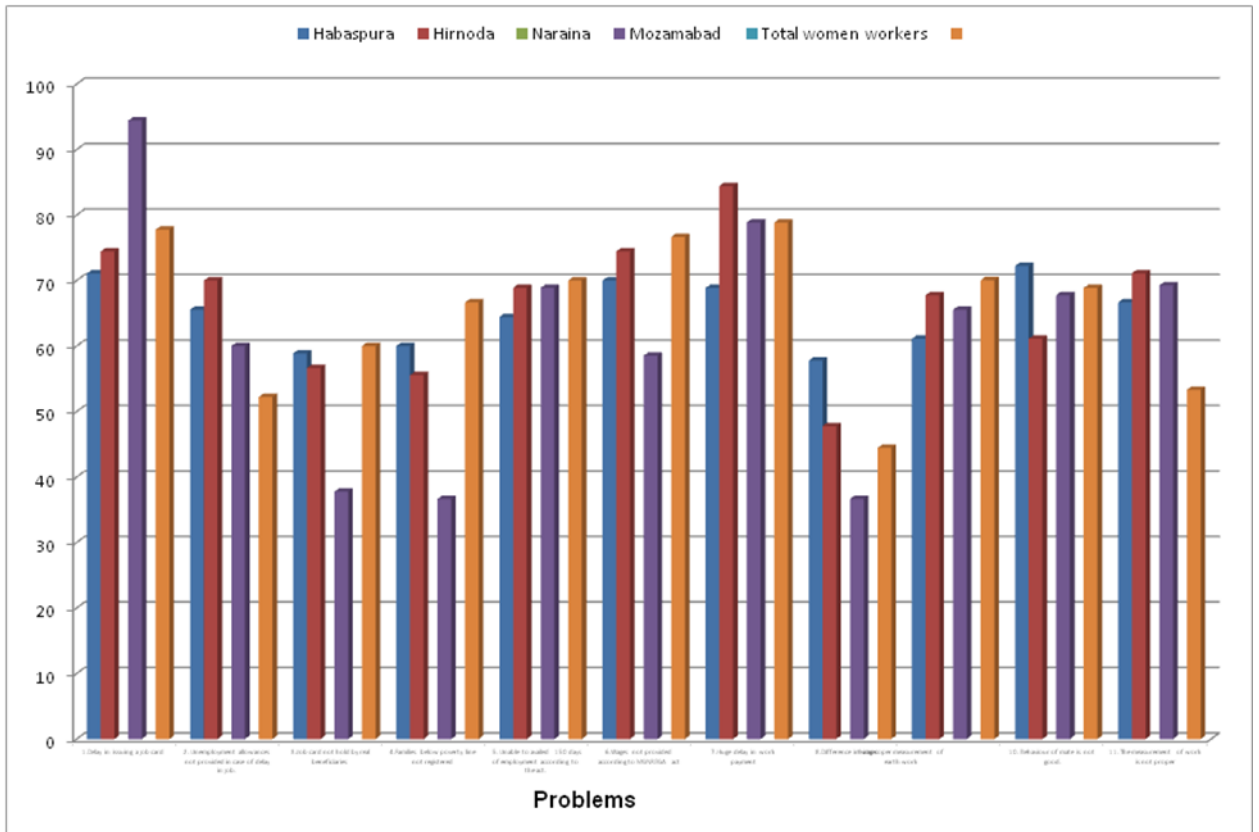


Fig. 5.10 Problems related to operation of the programme

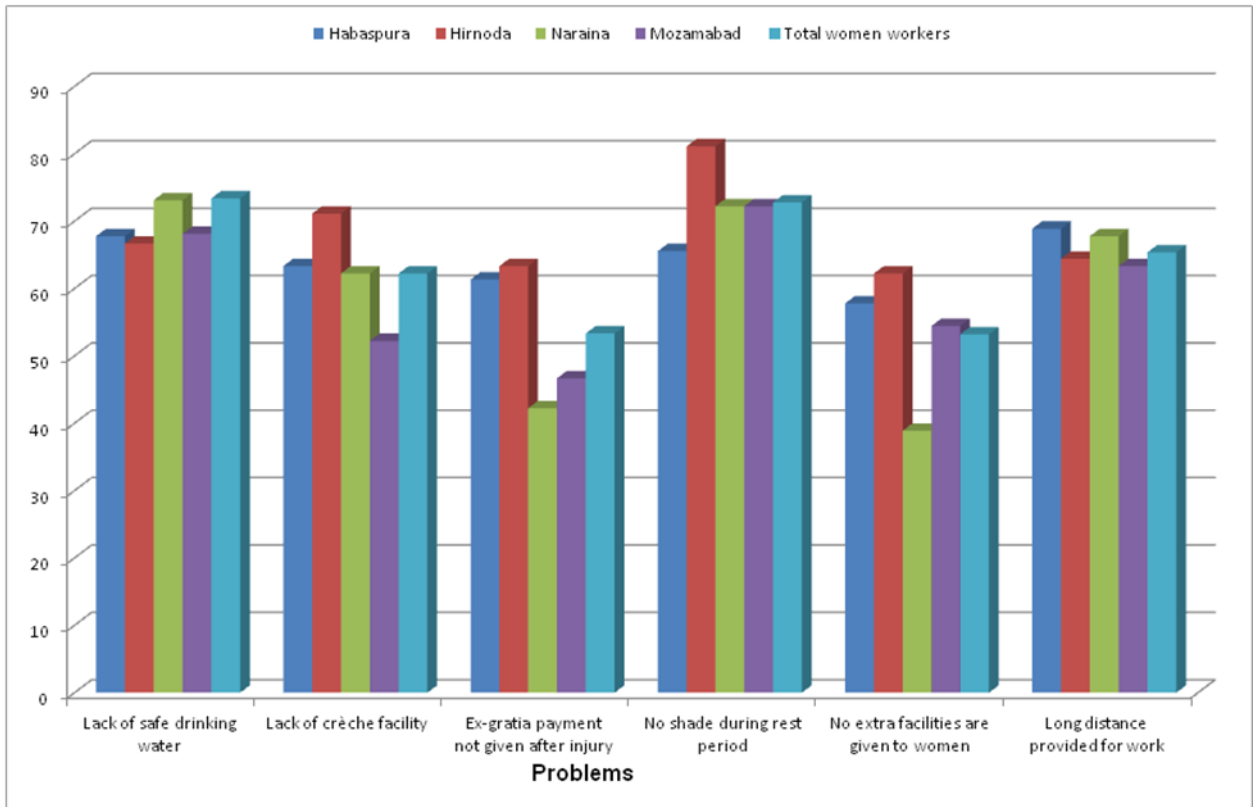


Fig. 5.11 Problems related to worksite

Summary and Conclusion

Introduction

Using public employment as a social security measure and for poverty alleviation measure in rural areas has a long history in India. After three decades of experimentation, the government launched major schemes like Jawahar Rozgar Yojana, Employment Assurance Scheme, Food for Work Programme, Jawahar Gram Samridhi Yojana and Sampoorna Grameen Rozgar Yojana that were forerunners to Mahatma Gandhi NREGA. Unlike its precursors, the Mahatma Gandhi NREGA guaranteed employment as a legal right. The National Rural Employment Guarantee Act, 2005 (NREGA), also known as National Rural Employment Guarantee Scheme (NREGS), is Indian legislation enacted since August 25, 2005. NREGA was renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in October, 2009. The MNREGA provides a legal guarantee for one hundred days' employment in every financial year to any rural household whose adult members are willing to do unskilled manual work at the statutory minimum wage.

This act was introduced with an aim of improving purchasing power of rural people, primarily semi or unskilled work to people living below poverty line in rural India. It attempts to bridge the gap between the rich and poor in the country. Roughly one third of stipulated workforce must be women. The scheme was started from February 2, 2006 in 200 most backward districts of the country. It was expanded to 645 districts during 2014 -2015. The Act has been notified throughout the country with effect from April 1, 2008.

The basic objective of the act is to enhance job satisfaction level in rural areas by providing at least 100 days' guarantee wage employment in

every financial year to every household whose adult members volunteer to do unskilled manual work.

The state of Rajasthan is characterized by low literacy especially among women, recurrent drought, dependency on agriculture and animal husbandry (i.e. 66 per cent), high birth rate, infant and maternal mortality rate and the like. Many rural development programmes have been so far implemented by the government for the job satisfaction level of rural people. In the same line, MGNREGA is the latest livelihood security programme being implemented in the state.

For the successful implementation of any programme, the job satisfaction of the workers is of paramount importance as it helps in achieving the objectives of the programme. The success of any programme depends upon the satisfaction of the workers.

Hulin and Judge (2003), who have stated that job satisfaction includes multidimensional [psychological](#) responses to an individual's job, and that these personal responses have cognitive (evaluative), affective (or emotional), and behavioral components.

Hence, affective (or emotional) job satisfaction for individuals reflects the degree of pleasure or happiness their job in general induces. Cognitive job satisfaction is a more objective and logical evaluation of various facets of a job. Cognitive job satisfaction can be one-dimensional if it comprises evaluation of just one facet of a job, such as pay or maternity leave, or multidimensional if two or more facets of a job are simultaneously evaluated.

The present study untitled “**A study on job satisfaction and problems perceived by the women workers of MGNREGA in Jaipur District of Rajasthan**” has been undertaken with following objectives:

Objectives:-

- (i) To study the Socio – economic status of women workers in MGNREGA
- (ii) To measure the job satisfaction level of women workers under MGNREGA.
- (iii) To work out the association between selected independent variables on job satisfaction of women workers.
- (iv) To find out the problems perceived by women workers in MGNREGA.

Methodology

Based on relevant literature reviewed, a theoretical orientation was developed and various concepts and terms used were operationalized.

The study was conducted in Dudu panchayat samiti in Jaipur district of Rajasthan. Dudu panchayat samiti consisted of 57 villages. Out of which 4 villages were selected on the basis of total active women workers. Four villages namely Habaspura, Hirnoda ,Naraina and Mozamadad were selected for study.

From every selected village, a list of all workers registered in the master roll in MNREGA during last 2 years i.e. 2013-14 and 2014-15 was obtained from the Surpanch. From this list, 30 women workers benefitted through MGNREGA were selected randomly.

Thus a total of 120 respondents from four villages were selected for the investigation.

The data were collected with the help of interview schedule consisting of measuring devices of variables along with the face to face contact from the respondents on the basis of objectives formed for the study. Therefore the data were collected by personal interview. In formulating the questions and statements for the schedule the investigator had taken opinion and guidance of the experts and other extension personnel's. The data so collected were tabulated and analyzed. Inferences were drawn after subjecting the data to statistical analysis.

Socio- economic status scale developed by G.Trivedi (1963) was used with slight modification to measure socio- economic and job satisfaction scale developed by Bhate(1982) with slight modification whereas, the problems faced by respondents for MGNREGA programme as measured by the schedule prepared by the investigator in light of the suggestion of the experts.

The salient findings of the study are as follow:-

1. General information of women workers

It was found that the majority of women workers (86.67 per cent) were married and from nuclear family (62.50 per cent). Most of them were Hindu.

2. Socio-economic status of women workers towards MGNREGA

- i) It was found that the majority of women workers were from 31 to 53 years age group, whereas 18.33 percent women worker were in above 53 years age group and only 19.17 per cent women worker were in less than 31 years of age group.
- ii) It was found that the majority of women workers (41.67 per cent) were from Scheduled caste, whereas the women workers belonging to other backward caste, minority and scheduled tribe were 32.50 per cent, 19.16 per cent and 6.67 per cent respectively.
- iii) It was revealed that the majority of women workers (66.66%) were illiterate, whereas (13.3 %) were literate, primary school level and can sign only (7.5%), secondary school level (4.1%) and lowest 0.83 women workers were having senior secondary level.
- iv) It was found that that majority of women workers (60.00%) were from meddle income group, whereas 21.67 % women worker were from low income and only 18.33% women workers were from high income group.

- iv) It was found that the majority of women workers (71.67 per cent) were from medium socio- economic group whereas (17.50 per cent) and (10.80 per cent) women workers were from high and low socio-economic status.

3. Overall Job satisfaction women workers with MGNREGA

It was found that the majority of women workers (84.17 per cent) were “satisfied” with MGNREGA whereas 6.67 per cent of women workers were “not satisfied” And only 9.16 per cent of women workers were “highly satisfied” with MGNREGA.

4. Statement wise job satisfaction of women workers

i) Administrative factors:

It was found that the majority of women workers were more satisfied with the “Staff” (81.66 MPS) and least satisfied with the “Duration of guaranteed work (100 days)” (60.41 MPS).

ii) Work load:

It was found that the majority of women workers were more satisfied with the “Working hours (6 hrs) daily (85.55 MPS)” and dissatisfied with the “Work is as per my physical ability” (61.94 MPS).

iii) Wages:

It was revealed that the majority of women workers were highly satisfied with the “Mode of payment (74.44 MPS) and least satisfied with the “Amount of wages (36.11 MPS).

iv) Working atmosphere:

It was found that the majority of women workers were more satisfied with the “Facility of shade” (76.11 MPS) and dissatisfied with the “Facility of first aid box” (34.44 MPS).

v) Personal factors:

It was found that the majority of women workers with the "Reputation in family" (78.05 MPS) and least satisfied with "Use of leisure time" and "Income generation" (54.72 MPS).

5. Relationship of selected independent variables of women workers with their job satisfaction:-

- i) The age was found to be non significant relationship with job satisfaction of women workers.
- ii) Education and annual income were negatively and non significant relationship with job satisfaction of women workers.
- iii) Socio- economic status was significant relationship with job satisfaction of women workers.

6. Problems faced by the women workers

i) Personal and family problem:- The most important problems faced by "children left uncared" (83.33 MPS) and least important problem faced by "Non- cooperation from family members" (58.38 MPS).

ii) Operational problem:-The most important problems faced by "delay in issuing job card" (79.44 MPS) and least important problem faced by "Difference in wages" (46.94 MPS).

iii.) Worksite problem:-The most important problem faced by "Lack of drinking water facility" (73 .38 MPS) and least important problem faced by "No extra facilities are given to women" (53.20 MPS).

CONCLUSIONS:

The salient findings reported in the study leads to following conclusions:

1. Majority of the women workers (86.67%) were married and belonged to nuclear family (62.50 %). Most of them were Hindu.

2. Majority of women workers (62.60%) were from 31 to 53 years age group.
3. Majority of women workers (41.67%) were from Scheduled caste.
4. Majority of women workers (66.66 %) were illiterate.
5. Majority of women workers (60.00%) were from medium income group.
6. Majority of the women workers (71.67%) were from medium socio-economic group.
7. Majority of the women workers (84.17%) were from satisfied with MGNREGA.
8. Women workers were found to be highly satisfied with the “Staff”, “working hours (6 hrs) daily”, and “mode of payment”, “facility of shade” and “Reputation in family. On the other hand least satisfied with “Duration of guaranteed work (100 days)”, “work is as per my physical”, “Amount of wages”, “Facility of first aid box” and “use of leisure time”, “Income generation” by women worker respectively.
9. Job satisfaction of women workers was found to be non significant relationship with the age.
Job satisfaction of women workers were found to be negatively and non significant relationship with the education and annual income.
Whereas socio-economic status was found to be significant relationship with the job satisfaction.
10. Most important problems faced by women workers: “Children left uncared” (personal and family), “Delay in issuing a job card” (operational) and “Lack of drinking water facility” at worksite.
Whereas least important problems faced by women workers: “Non-cooperation from family members” (personal and family), “Difference in wages “(operational) and “No extra facilities are given to women” at worksite.

Recommendations:-

1. The women worker facing economic problems so wages and number of working days in MGNREGA should be increased.

2. All eligible family members should be provided work in MGNREGA and job card should be issued within 15 days of registration.
3. On Working site facility of water and first aid should be provided under MGNREGA programme.
4. Agriculture labour should also be included in MGNREGA along with the earth work by the implementing agency so that workers can get work for longer time and the problem of labour for agriculture work can be solved.

Suggestions for future research:-

The following are the suggestions for making changes in the implementation of the programme:

1. Similar research study can be taken up in other panchayat samities to have better representation.
2. A study on job perception and job performance can also be taken for MGNREGA workers.
3. A study for all the workers related to MGNREGA can be taken up.

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A Study on Job Satisfaction and Problems Perceived by the women workers of MGNREGA in Jaipur District of Rajasthan

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(Investigator)

Dr. Madhuri Joshi**
(Major Advisor)

ABSTARCT

The National Rural Employment Guarantee Act (NREGA) is one of the most progressive legislations enacted since independence. In a country where labour is the only economic asset for millions of people, gainful employment is a prerequisite for the fulfillment of other basic rights – the right to life, the right to food and the right to education. The National Rural Employment Guarantee Act, 2005 (NREGA), also known as National Rural Employment Guarantee Scheme (NREGS), is Indian legislation enacted since August 25, 2005.

NREGA was renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in October, 2009. The MGNREGA provides a legal guarantee for one hundred days' employment in every financial year to any rural household whose adult members are willing to do unskilled manual work at the statutory minimum wage.

For the successful implementation of any programme, the job satisfaction of the workers is of paramount importance as it helps in achieving the objectives of the programme. The success of any programme depends upon the satisfaction of the workers.

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Review of literature reveal that limited researches have been undertaken to evaluate the job satisfaction of the workers in any development programmes especially in MGNREGA. Thus the present study untitled “A study on job satisfaction and problems perceived by the women workers of MGNREGA in Jaipur District of Rajasthan” has been undertaken with the objectives: To study the Socio – economic status and job satisfaction of women workers in MGNREGA. Further an attempt been made to find out the problems perceived by women workers in MGNREGA. Further the association between selected independent variables and job satisfaction of women was worked out.

The study was conducted in four villages namely Habaspura, Hirnoda, Naraina and Mozamadad in Dudu panchayat samiti of Jaipur district. From every selected village 30 women workers benefitted through MGNREGA were selected randomly. Making a total of 120 respondents .The data were collected by personal interview, with the help of interview schedule consisting of measuring devices of variables. The data so collected were tabulated and analyzed. Inferences were drawn after subjecting the data to statistical analysis. The salient findings reported in the study show that Majority of the women workers were married and were nuclear family. Most of them were Hindu. Majority of them (62.60%) were from 31 to 53 years age group ,(41.67%) were from Scheduled caste and (66.66 %) were illiterate. Majority of women workers (60.00%) were from medium income group and (71.67%) were from medium socio-economic group.

As far as job satisfaction is concerned (84.17%) women workers were from satisfied group with MGNREGA. Women workers were found to be highly satisfied with the “Staff”, “working hours (6 hrs) daily”, and “mode of payment”, “facility of shade”and“Reputation in family. On the other hand were not satisfied with “Duration of guaranteed work (100 days)”, “work is as per my physical ability”, “Amount of wages”, “Facility of first aid box” and “use of

leisure time”, “Income generation” by women worker respectively. Job satisfaction of women workers was found to be having non significant relationship with the age. Education and annual income Job satisfaction of women workers were found to be having negatively. Whereas socio-economic status was found to be having significant relationship with the job satisfaction. The results of problem faced by women shows that Most important problems faced by women workers were “Children left uncared” (personal and family)and “Delay in issuing a job card” (operational), “Lack of drinking water facility” at work site. And least important problem faced by “Non- cooperation from family members” (personal and family), “Difference in wages” (operational), and “No extra facilities are given to women” at worksite. Based on the results of the study it can be recommended that

Wages and number of working days in MGNREGA should be increased. All eligible family members should be provided work in MGNREGA and job card should be issued within 15 days of registration. On working site facility of water, crèche for children and first aid should be provided under MGNREGA programme. Further Agriculture labour should also be included in MGNREGA along with the earth work by the implementing agency so that workers can get work for longer period and the problem of labour for agriculture work can be solved.

राजस्थान के जयपुर जिले में मनरेगा में महिला श्रमिकों की कार्य संतुष्टि एवं अनुभव की जाने वाली समस्याओं पर एक अध्ययन

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अनुक्षेपण

राष्ट्रीय ग्रामीण रोजगार गारंटी अधिनियम (नरेगा) आजादी के बाद सुनिश्चित रोजगार हेतु सरकार द्वारा संचालित अधिनियमित विधानों में से एक है। एक ऐसा देश जहाँ श्रम लाखों लोगों के लिये जीवन मापन का एक मात्र साधन है वहाँ जीवन, भोजन तथा शिक्षा के साथ साथ रोजगार अन्य बुनियादी अधिकारों की पूर्ति के लिये एक शर्त है।

महात्मा गांधी राष्ट्रीय ग्रामीण रोजगार गारंटी अधिनियम (मनरेगा) 2009, किसी भी ग्रामीण परिवार के एक वयस्क सदस्य को प्रत्येक वित्तीय वर्ष में एक सौ दिन तक संवैधानिक न्यूनतम मजदूरी पर सुनिश्चित रोजगार की गारंटी प्रदान करता है।

किसी भी योजना के सफल क्रियान्वयन एवं उद्देश्यों की पूर्ति के लिए उसमें काम करने वालों की कार्य संतुष्टि अत्यन्त आवश्यक है।

साहित्य की समीक्षा से ज्ञात होता है कि मनरेगा में श्रमिकों को कार्य संतुष्टि का मूल्यांकन करने के लिए सीमित प्रयास किये गये हैं अतः वर्तमान अध्ययन राजस्थान के जयपुर जिले में मनरेगा में महिला श्रमिकों की कार्य संतुष्टि एवं अनुभव की जाने वाली समस्याओं पर एक अध्ययन किया गया है।

अध्ययन का मुख्य उद्देश्य मनरेगा में महिला श्रमिकों की सामाजिक एवं आर्थिक स्थिति तथा इस कार्यक्रम से उनकी कार्य संतुष्टि का आंकलन करना है। साथ ही कार्यक्रम में महिलाओं द्वारा अनुभव की जाने वाली समस्याओं का पता लगाने का भी प्रयास किया गया है।

अध्ययन राजस्थान के जयपुर जिले की पंचायत समिति दूदू के चार गांवों हबसपुरा, हिरनोदा, नरैना और मौजमाबाद में किया गया। जहाँ सक्रिय जॉब कार्ड धारक महिलाओं की कुल संख्या अधिक है। प्रत्येक गांव से 30 महिला श्रमिकों का चयन यादृच्छिक विधि से किया गया। इस प्रकार कुल 120 महिला श्रमिकों को अध्ययन हेतु चुना गया।

व्यक्तिगत साक्षात्कार विधि से आंकड़े एकत्र किये गये तथा उनका सांख्यिकीय विश्लेषण किया गया।

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यह निष्कर्ष निकलता है कि अधिकांश महिला श्रमिक शादीशुदा थी तथा हिन्दु थी। अधिकांश श्रमिक 31 से 53 वर्ष की आयु वर्ग एवं 41.67 प्रतिशत अनुसूचित जाति और 66.66 प्रतिशत अनपढ़ थे।

अधिकांश महिला श्रमिक 60.00 प्रतिशत मध्यम आय वर्ग एवं 71.67 प्रतिशत मध्यम सामाजिक आर्थिक समुह के थे। कार्य संतुष्टि के आंकड़े दर्शाते हैं कि महिला श्रमिक स्टाफ, रोजना काम करने के घन्टे (6 घन्टे), भुगतान का तरीका, छाया की सुविधा, परिवार में योग्यता आदि कारको से सर्वाधिक सन्तुष्ट थे।

दुसरी तरफ से 'गारंटी का काम (100 दिन) की अवधि' काम के प्रति मेरी शारीरिक योग्यता', खाली समय का उपयोग एवं आय का सृजन आदि कारको से वे विल्कुल संतुष्ट नहीं थे।

महिला श्रमिकों की कार्य सन्तुष्टि एवं उम्र के साथ गैर महत्वपूर्ण एवं शिक्षा और वार्षिक आय के साथ नकारात्मक सम्बन्ध पाया गया। जबकि सामाजिक आर्थिक स्थिति के साथ महत्वपूर्ण सम्बन्ध पाया गया।

महिला श्रमिकों की सबसे महत्वपूर्ण समस्याएँ बच्चों की देखभाल न कर पाना, जॉब कार्ड जारी करने में देरी, कार्य स्थल पर पीने के पानी की कमी आदि थी। परिवार के सदस्यों का गैर सहयोग, मजदूरी में असमानता, कार्य स्थल पर महिलाओं को कोई अतिरिक्त सुविधाएं ना दिया जाना आदि सबसे कम महत्वपूर्ण समस्याएं थी।

अतः अध्ययन के आधार पर ऐसी अनुशंसा की जाती है कि मनरेगा में कार्य दिवसों की संख्या तथा न्यूनतम मजदूरी में वृद्धि की जानी चाहिए। परिवार के सभी योग्य सदस्यों को रोजगार दिया जाना चाहिए और मनरेगा में पंजीकृत के 15 दिन के अन्दर ही जॉब कार्ड जारी किया जाना चाहिए।

कार्य स्थल पर पीने के पानी की सुविधा, बच्चों के लिए पालना घर और प्राथमिक चिकित्सा की सुविधाएं उपलब्ध की जानी चाहिए।

कृषि कार्यों को भी मनरेगा कार्यक्रम में शामिल किया जाना चाहिए। जिससे श्रमिकों को अधिक समय तक रोजगार मिल सके तथा कृषि कार्यों हेतु श्रमिकों की उपलब्धता सुनिश्चित की जा सके।

Covering letter sent to the experts

Extn./S.K.N./2016.

From: Dr. Madhuri Joshi
Professor and Head
Dept. of Extension Education
S.K.N. College of Agriculture
Jobner (Jaipur) Rajasthan

No...

Dated:/2016

To,

Dear Sir/Madam

One of my M.Sc. (Ag.) students **Mrs. Annu Devi Gora** has undertaken a research study entitled, “**A study on job satisfaction and problems perceived by the women workers of MGNREGA in Jaipur District of Rajasthan.**” for completion of M.Sc. (Ag.) degree in Department of Extension Education. We are trying to develop a comprehensive schedule for measuring following objectives of the said study. (i) To study the Socio – economic status of women workers in MGNREGA (ii) To measure the job satisfaction level of women workers under MGNREGA (iii) To work out the association between selected independent variables on job satisfaction of women workers (iv) To find out the problems perceived by women workers in MGNREGA.

The statements in the schedule have been developed on the basis of relevant literature, reviewed, personal experience, discussions held with subject matter specialists and Extension personnel’s which were incorporated in the schedule already developed by another investigator as mentioned in the related schedule/past of the study. In this context, we want to take advantage of your vast experience and knowledge. Kindly spare some time and go through the schedule very critically and feel free to comment upon / add / delete and or modify the statements, if necessary, so that the final schedule can be developed prior to undertake the study.

Kindly mail the schedule to the under signed after your necessary comments in the self addressed stamped envelope attached with schedule.

Thanking you for kind co-operation.

Yours faithfully

Encl: As above

(Dr. Madhuri Joshi)

.	other in law								
.	Husband								
.	son I								
.	son II								
.	daughter I								
.	daughter II								

IV) **Family Occupation Status** (S.E.S. scale developed by Pareek and Trivedi, 1963) Please mention the main occupation of your father in law, mother in law, husband, son, daughter

.NO.	Occupation	Scoring	Respondent	Father in law	other in law	Husband	son	son I	daughter	daughter I
	Labour									
	aste occupation									
	Business									
	Independent profession private sector									
	Agriculture farming									
	Service									
	Annual income									

VII) **Housing condition** :- (Scale developed by Gaur, 2013)

.NO.	Housing condition of respondent	Scoring			
.	Site: Bad / Fair / Good				
.	Setback : No / Improper / Proper				
.	Floor: Kucha/ Pukka with crevices/ Pukka without crevices				
.	Walls: Kucha/ Pukka with crevices/ Pukka without crevices				
.	Roof: Kucha/ Pukka with crevices/ Pukka without crevices				
.	Height: Inadequate / Adequate				

.	Overcrowding: Present / Absent				
.	Light: Inadequate / Adequate				
.	Kitchen -not separate / separate but without smoke outlet / separate with smoke outlet				
0.	Storage facility- Improper / Proper				
1.	Drainage facility - Improper / Proper				
2.	Privy - open air defecation / Private Service / Public sanitary / Private sanitary				
3.	Water supply - Surface / Well / Tape Water/Tub well or treated Tape water				
4.	Domestic animals- Not separate / Separate				
5.	Refuse disposal- Improper / Proper				
6.	Drainage - Improper / Proper				
7.	Bath-room- Improper / Proper				

VII) **Living status** :- (Scale developed by Gaur, 2013)

.No.	Living status of respondent	Scoring
.	City: *No/Category C/ Category B/ Category A	0/1/2/3
.	Locality: *No/Category C/ Category B/ Category A	0/1/2/3
.	Conveyance: No/Cycle/Two wheeler /Four Wheeler	0/1/2/3

.	Communication: No/News Papers/Mobile	0/1/2
.	Audio-visual: No/Radio/Television/Computer/Laptop	0/1/2/3
.	Mechanical Ventilation: No/Fan/Cooler/Air Condition	0/1/2/3
.	Children's School: No/Category C/ Category B/ Category A	0/1/2/3
.	Club Membership: No/Category C/ Category B/ Category A	0/1/2/3

* No- Rural

V) **Overall Modernity** :(Scale developed by Inkeles, 1966)

Please select only one of the alternative responses, which you think most correct.

(Please tick (✓) mark)

r. No.	Items	
.	Do you think about social problems like dowry, death, ceremony, widow remarriage etc.? a. Frequently(3) b. Some times(2) c. Never(1)]]]
.	If education is freely available, how much schooling do you think children of people like yourself should have? a. Graduate and above(3) b. Below graduate(2) c. Up to H.S.c.(1)]]]
.	In your opinion which of the following statement is more correct? a. Scientific diagnosis of disease is good(2) b. Indigenous diagnosis of disease is good(1)]]

.	<p>What quantity should a man / women have to hold high official?</p> <p>a. Coming from high family background (4)</p> <p>b. Devotion to the old and time honoured ways(3)</p> <p>c. Being the most popular among the people(2)</p> <p>d. High education and social knowledge(1)</p>	<p>]</p> <p>]</p> <p>]</p> <p>]</p>
.	<p>Which is most important for the future of this country?</p> <p>a. Hard labour of the people(4)</p> <p>b. Good government schemes(3)</p> <p>c. God's help(2)</p> <p>d. Good luck(1)</p>	<p>]</p> <p>]</p> <p>]</p> <p>]</p>
.	<p>Which of the following two statements you like most?</p> <p>a. Limiting the number of children is essential for parents to bring them up in a better way.(2)</p> <p>b. It is wrong to limit the number of children consciously.(1)</p>	<p>]</p> <p>]</p>
.	<p>Which of the following news you find more interesting?</p> <p>a. World news(6)</p> <p>b. Country's news(5)</p> <p>c. News of own town or village(4)</p> <p>d. Sports news(3)</p> <p>e. News about social and religious ceremonies(2)</p> <p>f. Discovery news(1)</p>	<p>]</p> <p>]</p> <p>]</p> <p>]</p> <p>]</p> <p>]</p>
.	<p>Do you think anyone can become a good man without having any religious background at all?</p> <p>a. Yes(2)</p> <p>b. No(1)</p>	<p>]</p> <p>]</p>
.	<p>Which is the biggest problem our country is facing today? (one score for each, maximum 3 score)</p> <p>a.</p>	

	b. c.]]]
0.	Are you connected with any organization? If yes, what are the names of these organization?(one score for each) a. b. c.]]]
1.	How often do you get news and information from newspapers? a. Every day(4) b. Few times a week(3) c. Occasionally(2) d. Never(1)]]]]

VI) **Self confidence** (scale developed by Prasad, 1983)

Please answer the following question (yes/no.).

r.	Question	Answer	
	Score for positive questions	Yes(2)	Y o(1)
	Score for negative questions	Yes(1)	Y o(2)
.	I think of myself as successful future in agriculture business.		
.	I am always ready to decide what my next step should be?		
.	When things go wrong I pity of blame myself.		
.	I stay in the background during public gathering when the people meet.		
.	I always feel that I can achieve the things I wish.		
.	I do not care much for what others think of me.		
	My feelings are easily		

.	hurt.		
.	I can face a difficult situation without worry.		
.	Several times I have given up doing certain things because I brought them to be beyond.		
0.	I am hesitant about taking decision.		
1.	I am usually discouraged when the opinions of other differ from my own.		
2.	I frequently feel unworthy.		
3.	I am always assured about my success in agriculture business.		

Part- II

Measurement of Job satisfaction level

S. No.	Characteristics	Highly satisfied (3)	Satisfied (2)	Not satisfied (1)
A)	Administrative factors			
1.	Concept of the programme in providing guaranteed job.			
2.	Various works undertaken under the programme like water harvesting, housing, roads, vermicomposting etc.			
3.	Procedure to set the job under the scheme			
4.	Distance of work place (5 km) from the residence of job card holder.			
5.	Monitoring of the programme.			
6.	Allotment of the job.			
7.	Measurement of the work done.			
8.	Administrative setup of the programme.			
9.	Ability of the programme to provide guaranteed job.			
10.	Staff			
11.	Duration of guaranteed work (100 days).			
12.	Provision of unemployment allowance.			
B)	Work load			
1.	Working hours (6 hrs) daily.			
2.	Timing of the programme (6 a.m. to 12 a.m.)			
3.	Physical labour involved in the			

.	work.			
.	Work is as per my physical ability.			
.	Work is as per my skill & ability.			
C)	Wages			
.	Amount of wages			
.	Mode of payment.			
.	Timeliness of the payment.			
.	Ease in getting the payment.			
.	Measurement of the days.			
D)	Working atmosphere			
.	Security at work place.			
.	Drinking water facility.			
.	Facility of shade.			
.	Facility for crèche for children.			
.	Facility of tools & equipment required.			
.	Behaviour of workmates.			
.	Behaviour of mate / supervisor			
.	Behaviour of villagers.			
.	Facility of first aid box.			
E)	Personal factors			
.	Sense of achievement.			

.	Role in decision making in family matters.			
.	Role in financial matters.			
.	Sense of security.			
.	Reputation in family.			
.	Reputation in village.			
.	Motivation received from the official.			
.	Motivation received from family members.			
.	Use of leisure time.			
0.	Income generation.			

Part –III

Measurement of problems faced by women workers Problems faced by women worker in MGNREGA programme:-

What are the problems which arise in MGNREGA programme? Please give tick (✓) mark.

.No.	Problems faced by the respondent	Most important(3)	Important(2)	Least important(1)
[I]	Personal and family problems:-			
1.	Too much workload in family			
2.	Non-cooperation from family members			
.	Domestic work neglected			
.	No extra work can be taken up due to fatigue and debility			
.	Children left uncared			
.	Farm and cattle care activities not attended properly			
II]	Operational problems:-			
.	Delay in issuing a job card			
.	Unemployment allowances not provided in case of			

	delay in job.			
.	Job card not hold by real beneficiaries			
.	Families below poverty line not registered			
.	Unable to availed 150 days of employment according to the act.			
.	Wages not provided according to MGNREGA act			
.	Huge delay in work payment			
.	Differenc e in wages			
.	Improper measurement of earth work			
0.	Behaviou r of mate is not good.			
1.	The measurement of the work is not proper.			
III]	Worksite problems:-			
.	Lack of safe drinking water			
.	Lack of crèche facility			
.	Ex-gratia payment not given			

	after injury			
.	No shade during rest period			
.	No extra facilities are given to women.			
.	long distance provided for work			

