

A Study on Job Satisfaction of Woman Workers In Fireworks Industries In Tamil Nadu

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INTRODUCTION

The development of any nation primarily depends upon its industrial development which makes rich contribution to the growth of a nation. The economic role played by women cannot be isolated from the framework of development. Women workers remain significantly poor and are far less legally protected.

The role of women in socio-economic development has undergone a marked change over the years. The world of women is no longer confined to household activities. Today, they actively contribute to the promotion of economic development in different capacities.

The contribution of women to economic development is gauged by their work participation rate. There are reasons for the increased role of women entering the labour market. Enough evidence is available to show that women participation in the labour market in India is mostly in response to economic needs.

Women are part of the labour force. A woman produces not only goods and services, but is the primary source of enhancing the human race. Thus from the point of view of increasing labour force as well as of involving themselves in production and service activities, their active and positive participation cannot be overlooked.

The firework industry (FWI) plays a dominant role in the development of ancillary industries and raising the standard of living of people. The fire work industry is highly labour-intensive. They give employment opportunity to more and more people directly and indirectly.

STATEMENT OF THE STUDY

Women are participating in all spheres of activities. The fact remains that women are the citadels of excellence in the academic field, politics, administration of business and so on. In India, industries are no longer the exclusive prerogatives of men.

Growth and development of any organization depends on its workers. They perform better in the organization, if they are satisfied with their job. If not, it leads to low productivity, poor labour turnover, absenteeism and low job performance. Nowadays, women have entered all walks of life. To them, work is a necessity particularly in these days of spiraling prices. When even a simple meal and shelter cannot most often be assured for a whole family with the earnings of a single member, the need arises for the women to seek employment.

The FWI are one of the explosives industries. This industry can produce crackers manually. Labour is an important factor of production in these industries. About 38100 workers are directly involved in these industries for making crackers. Around 70 per cent of the labour force comprises of women. This industry mainly depends upon women. The safety and security of a worker is of paramount importance as any accident could bring disaster. Most of the women workers come for work to tide over their economic difficulties and supplement their family income. They are facing many problems at home, at work spot with the co-workers, such as sexual harrasment, bad working conditions and so on which may affect the level of job satisfaction. They are not highly educated and the proprietors of FWI train them in such a way as to produce more crackers. These industries have permanent and casual labourers. They are not able to give employment throughout the year even for permanent workers because it is a seasonal industry.

Anyhow, employment of women is a very essential one. Pandit Jawarharlal Nehru once said,

“In order to awaken the people, it is the women who have to be awakened. Once she is on move, the family moves, the village moves and the nation moves”.

Hence in this study, an attempt has been made to analyse the job satisfaction of woman workers in Fireworks Industries in Tamil Nadu.

OBJECTIVES OF THE STUDY

The following are the objectives of the study.

1. To analyse the perception of women workers relating to wages, working conditions, working environment, welfare facilities and so on.

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2. To offer suggestions based on findings of the study.

SCOPE OF THE STUDY

The present study involves the analysis of the job satisfaction of women workers in the FWIs in Tamil Nadu. More than 95 per cent of firework industries in India are situated only in Virudhunagar District. Therefore, this study concentrates on the women working in fireworks industry situated at Virudhunagar District. The job satisfaction of the women workers in these organizations is measured in terms of various job satisfaction factors.

METHODOLOGY

The present study is based on both primary and secondary data. Primary data has been collected by conducting a survey among sample women workers of fireworks industries in Tamil Nadu. Secondary data have been collected from books, journals, newspapers, periodicals, reports, internet and unpublished records of District Industries Centre, Virudhunagar.

SAMPLING DESIGN

The sample comprises of women workers working in Firework Industries in Tamil Nadu. There were 560 licensed units in Tamil Nadu during 2003-04. There are about 38100 women workers in Fireworks Industries of Tamil Nadu. Out of these workers, 400 are selected randomly by using convenience sampling. The researcher has chosen the sample women workers from those who are contributing to Provident Fund and enjoy Employee's, State Insurance.

PERIOD OF DATA COLLECTION

Field work for the study was carried on by the researcher from December 2005 to March 2006. The researcher has used interview schedule for collecting data regarding the opinion relating to the socio-economic background of the sample women workers, wages, job factors, sanitation and cleanliness, workshop condition and relationship with management.

HYPOTHESIS

The following null hypothesis has been framed for this study:

There is no significant difference between the facilities available in FWIs and job satisfaction.

FRAMEWORK OF ANALYSIS

The data has been analyzed by using appropriate statistical techniques such as percentages, Garret ranking and Sign Test.

The percentage analyses were used throughout the analysis whenever required. Garret ranking test was used to identify the purpose of taking up employment in fireworks, and to know the opinion regarding the facilities provided by the employer, Sign test has been used.

WORKERS' FEELINGS ABOUT THEIR WORK

Women workers of this industry work in different processes. Some chores are very easy and others are not. The researcher has classified the workers feelings into very hard, hard, manageable and easy. Their feelings about work are presented in Table 1.

Table 1: Workers' Feelings about the Work

Sl. No.	Opinion	No. of Respondents	Percentage to Total
1.	Very hard	18	4.5
2.	Hard	187	46.8
3.	Manageable	131	32.7
4.	Easy	64	16.0
	Total	400	100

Source: Primary Data

There were 400 respondents. About three fourth of them felt that their work was hard (46.8%), 32.7 per cent of them felt that the work was manageable and 16 per cent of them said that their work was easy and the rest said that their work was very hard (4.5%).

It is concluded that most of the workers felt that their work is hard and unmanageable because working in fireworks industry is not an easy task; the workers require immense patience and concentration.

NATURE OF WORK

Fireworks is a distinct industry. It admits both men and women for employment. The women workers work in all processing units of this industry except the unit - mixing chemicals. The workers may feel that their work is

interesting, monotonous and 'No other go'. This degree of variation depends on the workers. Table 2 portrays the opinion of the workers about the nature of work.

Table 2: Nature of Work

Sl.No.	Opinion	No. of Respondents	Percentage to Total
1.	Interesting	125	31.3
2.	Monotonous	37	9.3
3.	No other go	238	59.4
	Total	400	100

Source: Primary Data.

Table 2 shows that 125 (31.3%) of the sample workers responded to the questions asked by the researcher as interesting, 37 (9.3%) of the sample workers answered as monotonous and 238 (59.4%) of the sample respondents gave the answer 'no other go'.

From this, it is inferred that the workers are sticking to their jobs to earn their livelihood because majority of them said that there was 'no other go'. Moreover, it fetches a reasonable salary and they cannot depend on agriculture due to the frequent failure of monsoon.

PURPOSE OF SEEKING EMPLOYMENT IN FIREWORKS

The workers are coming to FWIs as employees for different purposes. The researcher has identified some of the purposes to earn more income for family, to reduce family burden, working place being nearer to the residence, to satisfy regular needs and so on. Moreover, to identify which purpose is the most vital one, the researcher has used Garret's ranking test. Table 3 shows the purpose of taking up employment in FWIs.

Table 3: Purpose of Seeking Employment in FWIs

Sl. No.	Purpose	Rank						Total
		1	2	3	4	5	6	
1.	To earn more income for the family.	228	33	80	30	23	6	400
2.	Due to irregular Agricultural opportunity	12	142	54	65	58	69	400
3.	Work place is near to the residence	28	24	143	94	101	10	400
4.	To have better society	0	20	16	45	47	272	400
5.	To satisfy the regular needs	48	66	68	82	117	19	400
6.	To reduce the family Burden.	84	115	39	84	54	24	400
		400	400	400	400	400	400	

Source: Primary Data.

The respondents are asked to rank the responses according to their purpose of coming to employment. Based on the ranks, which the respondents awarded in the interview schedule, the researcher has found out the number of responses placed in each rank.

Table 4: Purpose of Seeking Employment in Firework Industries - Garrets Ranking

Sl.No.	Purpose	Garrets Score	Garrets Rank	Average Score
1.	To earn more income for the family	26324	I	65.81
2.	To Reduce the family burden	22233	II	55.58
3.	To satisfy the regular needs	20063	III	50.16
4.	Working place is near to the residence	19681	IV	49.20
5.	Due to irregular Agricultural opportunity	19509	V	48.77
6.	To have better status in society	12189	VI	30.47

Source: Primary Data.

Table 4 shows the Garret scores and the average scores. The average scores are ranked according to their values. The first rank is given "to earn income for the family" and the last rank is given to "to have better status in the society".

It is inferred that "earning income is the primary purpose of coming to the FWIs more than the others, because earning helps us to live happily and lead our life smoothly.

COVERAGE OF THE SOCIAL SECURITY SCHEMES

According to the Factories Act, 1948, the State Government is offering many social security schemes. In FWIs, the employers are adhering to all the Acts like Workmen's Compensation Act, the employee's State Insurance Act, Employee's Provident Fund, Maternity Benefit Act and so on.

Table 5 : Coverage of the Social Security Schemes

Sl.No.	Schemes	Adhere	Not Adhere	Total
1.	Workmen's Compensation Act	374 (93.5)	26 (6.5)	400 (100)
2.	The Employee's State Insurance Act	391 (97.75)	9 (2.25)	400 (100)
3.	Employees Provident Fund Act	392 (98)	8 (2)	400 (100)
4.	Maternity Benefit Act	368 (92)	32 (8)	400 (100)
5.	Minimum Wages Act	363 (90.75)	37 (9.25)	400 (100)
6.	Payment of Bonus Act	396 (99)	4 (1)	400 (100)

Figures in brackets indicate percentages to total.

Most of the respondents opined that the employers are strictly adhering to the principles laid down under the Factories Act. It is clear from the Table 5 that the owners of the fireworks know the significance of the Acts, associated with the social security schemes and follow the provisions strictly.

TYPES OF WORK ENGAGED

There are many units manufacturing different items like tissue kuthu, valayam kuthu, saram pinnal and so on. Each process has some significance. Majority of the units require the labour force of women. The workers are imparted proper training and are allocated job responsibilities according to their capability. Table 6 points out the types of work they are engaged in.

Table 6 : Types of Work Engaged

Sl. No.	Type	No of Respondents	Percentage to Total
1.	Tissue Kuthu	39	9.8
2.	Valayam Kuthu	92	23.0
3.	Knitting (fuse cutting)	13	3.3
4.	Saram Pinnal	40	10.0
5.	Coiling of wheel	52	13.0
6.	Labeling	15	3.8
7.	Box filling	60	15.0
8.	Company Work (Pocket)	17	4.3
9.	Other work	72	18.0
	Total	400	100

Source: Primary Data.

Out of 400 respondents, 9.8 per cent of the workers are working in Tissue Kuthu, 23 per cent in Valayam Kuthu, 3.3 per cent in knitting, 10 per cent in Sarampinnal, 13 per cent in coiling of wheel, 3.8 per cent in the process of labeling, 15 per cent in the process of box filling, 4.3 per cent in company work and 18 per cent of the workers are in other processes.

From this it is clear that a sizeable number of workers are in the unit manufacturing Valayam Kuthu because this process (section) has more work load and it is done by the skilled women workers.

METHODS OF FIXATION OF WAGES

Workers in FWIs are normally paid either on piece rate or time rate. Piece rate is calculated based on the number of units manufactured. Time rate refers to payment of wages on the basis of duration. Normally payment of wages on piece rate is an appropriate method of fixation of wage payment. Table 7 depicts the method of fixation of wage payment.

Table 7 : Methods of Fixation of Wages

Sl.No.	Methods	No of Respondents	Percentage to total
1.	Piece Rate	364	91
2.	Time Rate	36	09
	Total	400	100

Source: Primary Data

It is understood from Table 7 that about 91 per cent of the workers have been paid wages on piece rate basis and only negligible portion of them have been paid wages on the basis of time rate. Hence, it is decided that piece rate system may be an appropriate method for payment of wages.

MODE OF PAYMENTS

In Fireworks, Workers are paid wages on weekly, fortnightly and monthly basis. This varies depending on the size

Table 8 : Mode of Payments

Sl.No.	Mode	No of Respondents	Percentage to Total
1.	Weekly	348	87
2.	Fortnightly	48	12
3.	Monthly	4	1
	Total	400	100

Source: Primary Data.

of the industry or the willingness of the workers.

About 87 per cent of the sample women workers were paid wages on a weekly basis, 12 per cent fortnightly and the remaining one per cent were paid on monthly basis. It could be concluded that most of the respondents were paid on a weekly basis because the workers of FWIs are very poor and they require wages every week.

OPINION ABOUT THE WAGES PAID

Wages is the payment made by the employers to the workers for the services rendered by them to the organization. It is the financial reward to the workers. Wage is an important factor influencing the job satisfaction. The determination of workers perception towards job satisfaction depends on the satisfaction of getting emoluments. Table 9 portrays the opinion of the respondents towards the wages.

Table 9 : Opinion about the Wages Paid

Sl.No.	Opinion	No of Respondents	Percentage to Total
1.	Good	131	32.8
2.	Reasonable	210	52.4
3.	Low	59	14.8
	Total	400	100

Source: Primary Data

About 32.8 per cent of the respondents opined that they were paid good amount of wages and 52.4 per cent of them viewed that they were paid reasonable amount of wages. But only 14.8 per cent of them expressed that they were paid poor wages. From this table, it is observed that the Firework Industries provide reasonable wages for which majority of the sample workers gave favorable opinion towards the wages.

NATURE OF TREATMENT OF EMPLOYER

Employers are managing the workers in such a way that they motivate workers to work effectively. The treatment of the workers depends on the style of leadership. Normally, workers like to work under democratic or friendly leadership. Table 10 describes the treatment of leadership.

Table 10 : Treatment Given by the Employer

Sl.No.	Treatment	No of Respondents	Percentage to Total
1.	Autocratic	43	10.8
2.	Democratic	87	21.8
3.	Friendly	270	67.4
	Total	400	100.00

Source: Primary Data

About 67.4 per cent of the sample respondents had the opinion that they were treated friendly, 21.8 per cent of them reported that they were treated in a democratic manner and only 10.8 per cent of them said that the management treated them in an autocratic manner.

NUMBER OF COMPULSORY HOLIDAYS OFFERED

The FWIs are offering compulsory holidays to their workers. The days offered varies depending on the size of the industry. During these days, the workers used to go for agricultural work.

Table 11 : Number of Compulsory Holidays Offered

Sl. No.	Days	No. of Respondents	Percentage to Total
1.	Below 30 days	73	19.84
2.	30 - 60 days	239	64.95
3.	Above 60 days	56	15.21
	Total	368	100.00

Source: Primary Data.

Table 11 depicts that 19.84 per cent of the workers said that they were offered 30 days off in one year, 64.95 per cent of them informed that they were given 60 days and 15.21 per cent of them reported that they were given 90

days as compulsory holidays. It is concluded that the majority of the industries offer 30 to 60 days.

REASONS FOR COMPULSORY LEAVE

There are a number of reasons for providing compulsory holidays. This industry can manufacture crackers throughout the year, but they cannot sell them. Table 12 displays the reasons for compulsory holidays.

Table 12 : Reasons for Compulsory Leave

Sl. No.	Reasons	No. of Responses	Percentage to Total
1.	Seasonal Industry	221	28.37
2.	Dull Market for their Crackers	208	26.70
3.	Due to rain	140	17.97
4.	Due to agricultural work	172	22.07
5.	Based on Orders	38	4.89
	Total	779	100.00

Source: Primary Data.

As per the survey made, seasonal industry (28.37%), dull market for their Crackers (26.7%), heavy rain (17.97%), agricultural work (22.07%) and orders placed (4.89%) were the reasons for compulsory leave. Among these reasons, seasonal industry and dull market for their crackers were the major reasons for these holidays.

OPINION OF THE WORKERS REGARDING THE FACILITIES PROVIDED BY THE EMPLOYER

The FWIs are in different size. They are providing wages either on piece rate or time rate. Anyhow, they provide reasonable wages to their labourers. They provide all facilities to them.

The sample workers are asked to respond in three ways such as 'Yes' 'No' and 'No Opinion'. The responses of the workers is given in Table 13.

Table 13 : Opinion of the Women Workers with Regard to Facilities Provided

Sl.No.	Facilities	Yes	No	No opinion	Total
1.	Medical Facility	370 (92.5)	13 (3.25)	17 (4.25)	400 (100)
2.	First Aid Room	320 (80)	60 (15)	20 (5)	400 (100)
3.	Sick leave facility	360 (90)	15 (3.75)	25 (6.25)	400 (100)
4.	Canteen Facility	200 (50)	160 (40)	40 (10)	400 (100)
5.	Transport Facility	334 (83.5)	30 (7.5)	36 (9)	400 (100)
6.	Rest - Room	140 (35)	241 (60.25)	19 (4.75)	400 (100)
7.	Dining Hall	100 (25)	270 (67.5)	30 (7.5)	400 (100)
8.	Soap and Oil supply	349 (87.25)	30 (7.5)	21 (5.25)	400 (100)
9.	Service Money Facility	380 (95)	7 (1.75)	13 (3.25)	400 (100)
10.	Child care facility	379 (94.75)	7 (1.75)	14 (3.5)	400 (100)
11.	Maternity Leave facility	368 (92)	17 (4.25)	15 (3.75)	400 (100)
12.	Toilet and Bathroom facility	380 (95)	7 (1.75)	13 (3.25)	400 (100)

Figures in brackets indicate percentages to total.

As per the survey made, majority of the respondents viewed that they are provided with all facilities except dining hall, rest room and canteen facilities. The percentage of 'no responses' range between 1.75 percent and 15 per cent. The percentage of 'no opinion' ranges from 3.25 per cent to 10 per cent. Table 13 depicts that the opinion of the respondents about the facilities provided are varied from worker to worker. In order to ascertain whether there is any significant difference in the responses of women workers in FWIs in Tamil Nadu, the sign test has been applied.

SIGN TEST

It is one of the non-parametric methods in statistical work. This can be used with either nominal or ordinal data. It requires less restrictive assumptions concerning the level of data measurement. For recording the responses of sample women workers, a '+' sign is recorded if the worker's responses is 'yes' for each statement framed for the study or a '-' is recorded if the respondent's response is 'no' for that statement.

Using this procedure, the responses of all sample workers are recorded in terms of '+' or '-' sign. The response of 'no opinion' is ignored while applying sign test. The purpose of this study is to determine whether or not the 'yes' and 'no' responses of workers for each statement is equal.

This test can be applied for the small sample case ($n < 20$) and for large sample case ($n > 20$). Hence n refers to

number of respondents who responded to each statement as 'yes' and 'no'. Due to a large sample, for all 12 statements framed for this study, the number of 'yes' and 'no' responses of sample workers is greater than 20. The following formula is used to test the level of significance.

$$Z^s = \frac{\text{No. of '+' Sign} - \mu}{\sigma}$$

$$\mu = 0.50n$$

$$\sigma = \sqrt{0.25n}$$

The null hypothesis here is that there is no significant difference between the responses of the respondents in each of the facilities provided.

Table 14 : Facilities Provided by the Employers - Sign Test

Sl.No. FACILITIES	Number of + signs	Number of '-' signs	N	Z@	Result
1.	370	13	383	18.23	Significant
2.	320	60	380	19.49	Significant
3.	360	15	375	19.37	Significant
4.	200	160	360	18.97	Significant
5.	334	30	364	19.08	Significant
6.	140	241	381	19.52	Significant
7.	100	270	371	19.26	Significant
8.	349	30	379	19.48	Significant
9.	380	7	387	19.66	Significant
10.	379	7	386	19.65	Significant
11.	368	17	385	19.62	Significant
12.	380	7	387	19.66	Significant

No of '+' signs = No of workers' responses 'Yes'

No of '-' signs = No of workers' responses 'No'

N = Number of workers' responses 'yes' and 'no'

@ Calculations are shown in Appendix.

It is inferred from Table 14 that the Z value is not within the acceptance region of null hypothesis ($z = -1.96$ to $Z = +1.96$) for all 12 statements. This indicates that there are significant differences in the responses of workers. These significant differences are due to a large number of 'yes' responses. Hence, it is concluded that the workers are provided with all facilities by the firework industries.

FINDINGS AND SUGGESTIONS

The findings and suggestions of this study were as follows:-

FINDINGS OF THE STUDY

1. The workers' feeling about the work was classified into very hard, hard, manageable and easy. Majority (79.6%) of the workers expressed that they felt the work was hard (46.8%) and 32.8 percent felt that it was manageable.
2. As per the survey made, the sample workers said that their work was interesting or monotonous or 'no other go'.
3. In order to ascertain the purpose of seeking employment, Garret Ranking was used. The highest score was awarded to 'to earn income for the family' and the least score was awarded to 'to have better status in the society'. Hence, it was decided that 'to earn income for the family' is the main purpose.
4. A vast majority of the respondents opined that the employers were strictly adhering to the principles relating to social security schemes like Workmen's Compensation Act, the Employee's State Insurance Act, Employee's Provident Fund Act, Maternity Benefit Act, Minimum Wages Act and the Payment of Bonus Act.
5. Of the 400 respondents, 9.8 per cent of the workers are working in tissue kuthu, 23 per cent in valayam kuthu, 3.3 percent in knitting, 10 percent in sarampinnal, 13 per cent in coiling of wheel and the rest in other processes.
6. About 91 per cent of the workers were paid wages on piece rate and the rest were on time rate.
7. Exactly 87 per cent of the sample women workers were paid wages on weekly basis and the rest were paid on fortnightly and on monthly basis.

8. One half of the respondents said that they received reasonable wages and others said that their wages were good (32.8%) or low (14.8%).

9. About two-thirds of the respondents said that they were treated in a friendly manner and 21.8 per cent reported that they were treated in a democratic and autocratic manner. 10.8 per cent workers felt that they were treated in an autocratic manner.

10. The FWI is a seasonal industry for which 92 per cent of the respondents were offered compulsory holidays. Moreover, four-fifths of the respondents were offered the compulsory holidays of more than 30 days.

11. A vast majority (94.8%) of them was aware of the reasons for this leave and said that seasonal industry (28.37%), dull market for their crackers (26.7%), due to agricultural work (22.07%), due to rain (17.97%) and based on orders (4.88%) were reasons given by them for compulsory holidays.

12. As per the survey made, a vast majority of the respondents informed that the FWIs provide the basic facilities like toilet (94.75%), Spittoons (91.75%), washing facilities (99.25%) cleanliness and while washing (99.25%) and provision of water disposal (90%).

13. Every FWI should care and maintain their industries. They should have open space and garden. About 97.8 per cent of women workers were satisfied with the provisions given in their industries.

14. Regarding the disposal of waste, 97 per cent of the respondents were satisfied.

15. The FWI is an explosive one, it uses different chemicals. About 86 per cent of the respondents said that their health was affected by the chemicals.

16. The sample women workers of FWIs informed that their health was affected due to dust, chemicals, smoke and other factors.

17. Good work atmosphere (95.5%), ventilation (96.25%), lighting (96.25%), absence of noise (96.25%), availability of safety devices (97.5%) and fire fighting equipment (98.5%) were the conducive features provided by the industries according to the women workers interviewed for this survey.

18. The sign test has been used to test the responses of the respondents regarding the facilities provided in FWIs and Job satisfaction. The result is that the Z value is not within the acceptance region ($z = -1.96$ to $+1.96$) for all 12 statements. This indicates that the workers are provided with all facilities by the FWIs.

19. About 96 per cent of the respondents said that they were provided drinking water facilities within the premises.

20. Nearly 92 per cent of the respondents expressed that the management was really interested in the welfare of the workers.

SUGGESTIONS OF THE STUDY

The following are the important suggestions of the study:

1. The present situation of the FWIs in Tamil Nadu is showing unsteadiness in growth, though it competes with China, due to Government rules and the people's way of life have spurred the industrious mind of Sivakasi in Tamil Nadu. The owners of these industries should think of producing pollution free firecrackers with the help of technological improvements.

2. Most of the FWIs are small-scale industries, all units are not earning sufficient profit and they face problem of excessive tax.

The Government should take necessary steps to reduce the tax especially sales tax, which will be highly useful for the development of crackers business.

3. There is a threat to these industries by way of Chinese invasion. The owners of FWIs should improve continuously by adding more and innovative items of crackers, so that they can meet any third global competition. The crackers are exported from Tamil Nadu to USA, Japan, South Africa, Ceylone, and South East Asian Countries and so on. In order to increase export, the Government of India introduced effective export promotion measure.

4. Finance is the lifeblood to business; the entrepreneurs of FWIs are also facing financial problems. Most of the stocks are delivered during Diwali season. But the production is going on for more than 10 months and during this period; they face the problem of working capital. The financial institutions should come forward to provide financial facilities with lesser rate of interest and without more formalities. Only then all size of industries can access the availability of funds from the financial institutions.

5. There are different processes involved in FWIs such as tissue kuthu, valayam kuthu, sarampinnal, insertion of fuse, chemical mixing, and cutting of fuse and so on. Of these processes, chemical mixing and cutting of fuse are

dangerous ones which lead to untoward incidents.

Hence, the owners of these industries should try to find out machines to use in these processes.

6. The owners of FWIs are using contract system to produce the crackers. The contractors are using many contractual labourers without considering working conditions and labour rules. It leads to fatal accidents. Hence, the inspectors of factories and explosives department should concentrate more on contracting system to avoid fatal accident.

7. The production of the crackers happens throughout the year. But after getting orders from the parties, the work is speeded up especially just three months before Diwali. After Diwali, the owners of the FWIs are providing compulsory holidays for nearly 30 days to 60 days. During these days, the workers are struggling for survival for which steps should be taken by avoiding compulsory holidays and production should be carried out throughout the year.

8. The employers as well as the permanent workers are contributing equal amount for the provident fund for the benefit of the workers. But it is not transparent. Hence, the owners of the FWIs should furnish all the particulars relating to PF to the workers whenever the details are required.

CONCLUSION

Job satisfaction is considered to be a sensitive aspect, but it is highly useful for every organization. Normally, what all factors constitute job satisfaction is difficult to define. This varies from person to person, time to time, place to place and from organization to organization. All organizations are interested in utilizing this aspect effectively and efficiently for the purpose of achieving the organizational goals. Therefore, it is highly necessary that these organizations should take proper care to satisfy the workers. According to this research, the satisfaction of woman workers in Fireworks Industries in Tamil Nadu, particularly, in Virudhunagar District is satisfactory. But at the same time, the industry should come forward to provide moderate wages and provide adequate safety measures.

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