

# Work Environment and Job Satisfaction among Women Sanitary Workers in Health Care Industry in Tenkasi District

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## **Abstract**

*Work environment and job satisfaction are essential interrelated components of women employee's work life in health care industry in Tenkasi District. This paper examines the association between the two factors i.e., work environment and job satisfaction. This paper includes reviews of already published articles as it is a secondary paper. Findings from the research suggest that the work environment of an employee positively correlates with their job satisfaction. With the provision of a nurturing work environment, both employees and the organization benefit. A sanitation worker has a dirty job, but it's one that most communities can't live without. Sanitation workers perform a valuable service to their communities, collecting garbage and removing it to proper disposal areas such as dumps or landfills.*

**Keywords:** *Work environment, Job satisfaction, women employees.*

## **Introduction**

Environmental health is essential for achieving socially sustainable development. Sanitary workers, often referred to as the "beauticians of the city," have made significant contributions to the creation of a harmonious society. They play a vital role in enhancing both urban and semi-urban ecological environments and advancing urban modern civilization, thereby fulfilling people's needs for physical, spiritual, political, and ecological well-being while promoting social sustainability. The quality of our living environments significantly impacts the prevention of many health issues. Although the work of a sanitation worker may be unpleasant, it is indispensable for the well-being of communities.

It's a physically tough job. Employees in the sanitation industry frequently lift large things and operate in all types of weather. The employment carries a considerable danger of harm as well. Workers in the sanitation industry assist with emergency response and cleanup during man-made and natural disasters. Sanitation workers must work alternating shifts, with mandated overtime and alternating days off, weekends, and holidays.

## Reviews of Literature

**Adamopoulos** et. al. (2022) aimed at identifying associations and correlations of job satisfaction, job stress, and burnout in the public health sector through reviewing literature. The authors did a systematic review carried out on the recent period of the past decade of published papers in Scopus, Web of Science, Direct Science, and other journals. The study identified the frequency, severity, and mean impact of burnout, job satisfaction and job stress risks for the public health workforce. Perceived job risk stress, burnout and job satisfaction levels were affected by demographics and more specifically the workplace environment.

**G.Sailatha** (2022) conducted a study on the Impact of Work Life Balance towards job satisfaction and employee retention. The authors chose a sample size that included around 125 millennial employees in the educational sector. Primary data was collected through a questionnaire that was specially designed for the purpose of collecting the data. The secondary data was collected from published sources like the internet, research articles, books, journals, articles, magazines and other thesis. The collected responses were analysed with the help of ANOVA. From the present and previous findings, it is proved that the work life balance impacts on the job satisfaction of the employee in the teaching sector.

**Riham Soliman** (2022) aimed to find the relation between emotional intelligence training and job satisfaction. The sample consisted of 50 employees who worked full-time for an Education Firm in Abu Dhabi — United Arab Emirates. The primary data was collected through a structured survey. All constructs were measured with existing scales. Triangulation Method and Pearson's Product Moment Correlation were used to analyse the collected data. It was found that emotional intelligence is intricately linked with major work place aspects. Hence, it is imperative to emphasize those practices which subsidize to Promote emotional intelligence and commitment among all employees. In the recruitment

process, preference should be given to those who are more emotionally intelligent and workshops, seminars and conferences should be held to boost the level of emotional intelligence.

### **Working Conditions of Sanitation Worker**

Sanitation workers must work alternating shifts, with mandatory overtime and alternating days off, nights, Saturdays, Sundays, and holidays. Additionally, Sanitation Workers are required to perform these tasks in all types of weather. Among the physical tasks carried out by sanitation workers are prolonged standing and/or walking;

### **Job Satisfaction**

The degree to which an employee feels self-motivated and content with their work is essentially what is meant by job satisfaction. It alludes to an individual's sense of fulfillment at work, which serves as a driving force behind their efforts. This occurs when a worker thinks that their work-life balance is pleasant, their career is growing, and their job is firm. This suggests that the worker is content with their positions inciter employment satisfies their personal standards.

### **Objectives of the Study**

- ❖ To research the nature of Women sanitary workers' jobs and workplaces.
- ❖ To research Women sanitary personnel' socio economic circumstances.
- ❖ To evaluate sanitary personnel' socio economic empowerment.
- ❖ To determine the issues that the Women sanitary workers are facing.

### **Statement of the Problem**

It is a well-known fact that the sanitary workers' huts lack proper basic amenities like living space, drainage, toilet, and other amenities. Although the government is aware of the plight of the sanitary workers, it does not take their situation seriously. Many sanitary workers' houses are located in vulnerable areas like river margins, waterlogged areas, road margin, etc. The sanitary population is forced to live in unsanitary conditions where adequate basic facilities are lacking as a result of the rapid increase in urban population. Sanitary workers are compelled to fixes wage issues in the majority of towns and cities, putting their

lives in danger. The purpose of this study is to investigate the socio economic circumstances of Tenkasi health care industry sanitary personnel, as well as the issues they encounter and their level of empowerment.

### Scope of the Study

As the "beautician of the city," sanitary professionals are crucial to maintaining a hygienic and clean environment. Because they perform menial labor and are members of a lower caste, sanitary workers are considered to be among the lowest classes in society. Sanitary personnel deal with a variety of issues on the job every day. They are prone to illness as a result of their subpar working conditions. The community of sanitary workers is extremely impoverished both socially and financially. This study aims to study the socio economic status of the sanitary workers, the problems faced by the sanitary workers in the study area and their status of socio-economic empowerment in Tenkasi.

### Sampling Method

The present study is based on primary data. The researcher used simple random sampling method to select the sample respondents. The sample respondents were interviewed with the help of interview schedule developed for this purpose. The researcher collected the data by interviewing the respondents directly.

The Secondary data collected from Articles, Journals, Websites and others. The data collected through Interview schedule were analyzed using percentage analysis.

### Profile of the Respondents

| Status |         | Number of Respondent | Percentage of Respondent |
|--------|---------|----------------------|--------------------------|
| Age    | 18 – 28 | 9                    | 11.25                    |
|        | 29-39   | 29                   | 36.25                    |
|        | 40-49   | 28                   | 35                       |
|        | 50-59   | 14                   | 17.5                     |
|        | Total   | 80                   | 100                      |

|                                     |                  |    |       |
|-------------------------------------|------------------|----|-------|
| Community                           | SC               | 39 | 48.75 |
|                                     | ST               | 41 | 51.25 |
|                                     | Total            | 80 | 100   |
| Marital Status                      | Married          | 38 | 47.5  |
|                                     | Un married       | 22 | 27.5  |
|                                     | Divorced         | 12 | 15    |
|                                     | Widow            | 8  | 10    |
|                                     | Total            | 80 | 100   |
| Monthly Income                      | Below 5000       | 12 | 13.75 |
|                                     | 5000 - 7000      | 11 | 12.5  |
|                                     | 7000 – 10,000    | 29 | 36.25 |
|                                     | Above 10,000     | 28 | 37.5  |
|                                     | Total            | 80 | 100   |
| Family Type                         | Nuclear Family   | 34 | 42.5  |
|                                     | Joint family     | 46 | 57.5  |
|                                     | Total            | 80 | 100   |
| Number of years in the present work | Less than 1 year | 32 | 40    |
|                                     | 2 years          | 27 | 33.75 |
|                                     | 3 years          | 13 | 16.25 |
|                                     | Above four years | 8  | 10    |
|                                     | Total            | 80 | 100   |

### Findings

- 35percent of the sanitary workers belong to the age group of 40-49.17.5 percent are in the age group of 50-59 years. 36.25 percent of them belong to the age group of 29-39 years.
- 48.75 per cent of the respondents belong to SC community followed by ST (51.25 per cent). It is noted that the scheduled caste and schedule tribe constitute 100 percent of the total sample population.
- 42.5 percent of the respondents are living in a nuclear family system and the remaining 57.5 percent of them are living in a joint family system.

- 46 percent of the respondents are having the monthly income of above Rs.12000 and 28 percent of the respondents are having Rs.5000-7000 as their monthly income. Among permanent sanitary workers 70 per cent of the respondents have monthly income above Rs.12000. Among the temporary workers 73 per cent of the respondents are having the monthly income of Rs.5001-7000
- 36.1 percent of the sample respondents have above four years of experience in the present occupation. Among the permanent sanitary workers, 31 per cent of them have above four years of experience. Among the temporary sanitary workers, 45.6 per cent of them have above four years experience.
- Among the permanent sanitary workers belonging to SC and ST community the important reasons are 'government job' and 'Lack of education'. Regarding the reasons for working as a sanitary worker, significant difference exists among the different community of permanent and temporary sanitary workers.
- The most important social problems faced by permanent sanitary workers are 'no adequate support from the government' and 'other community people avoids us in their family function'. Among the temporary sanitary workers, the most important social problems are 'no adequate support from the government' and 'lack of basic needs. Regarding the social problems, significant difference among the permanent and temporary sanitary workers, are identified.

### **Suggestions**

- As majority of the sanitary workers say that they are doing the sanitary work because of their low level of education, the Government can take extra care for providing education to the children of sanitary workers.
- The school drop outs of the sanitary workers' children should be identified and Efforts should be taken to put them back in the schools.
- For the sanitary workers illiterate children an informal education should be given exclusively for them in their area.
- The governmentshouldgivecircularthroughthedirectorateofcollegiateeducationoffice to all the colleges to adopt the sanitary workers colonies under the NSS programme of the college to give orientation or informal education to the sanitary workers children.

- The sanitary workers feel that the salary offered for their work is not adequate to meet all their basic needs and to meet the health and educational needs of the family members.
- The sanitary workers must express their expectations to the government or to NGOs to improve their social status.
- Instead of creating colonies exclusively for the sanitary workers, they must try to reside amidst the other community people. This will reduce the disparity between the different community people.

## Conclusion

It has been determined that the vast majority of sanitary workers who belong to S and ST are illiterate. Furthermore, the income is insufficient to cover their essential expenses. Therefore, the Health care industry should set up appropriate welfare amenities including health insurance, travel reimbursement, uniforms, concession food in the cafeteria, and restrooms. Regular training sessions should be held to discuss the precautions that need to be taken to both prevent infectious diseases and work safely. The current state of the sanitary personnel was shown by the study. Therefore, in light of the current circumstances, the government and Private health care industry ought to intensify corrective actions to improve the socio economic standing of sanitary personnel.

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