

# Job Satisfaction Of Part Time Employees Who Are College Learners In Sivakasi

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**ABSTRACT:** *Youth are the skeleton of a nation. They are the responsible citizens of the country. Education is the most essential factor for ones development. Youth aspire to acquire their dreams through education. But since lots of Learners are from rural background, they find it difficult to get financial assistance for their education purpose. Hence, college Learners resort to going for part time jobs to meet their financial requirements for studies. Even though, they are working part time, they are also considered the employees of the organization. Through this research, the researcher is analyzing the job satisfaction level of such part time employees who are college Learners.*

**Keywords:** *Employees, Job Satisfaction, College Learners.*

## 1. INTRODUCTION

Education is considered as the weapon for a person's development in all aspects. Education helps a person to achieve all possible skills and knowledge to lead a successful life. But acquiring this education has become a challenge for the Learners who come from very poor background. Such families are not able to take up the family and educational expenses. But our Learners are responsible enough to take up this in their hands for making their future bright. Such Learners take up part time jobs for getting financial assistance so that they can earn their own money for educational purpose and also they can stop giving financial burden to their family. Also by doing this part time job, youth will be able to know about time management. They have to balance both job and studies which poses as a great challenge for them. Another benefit of part time job is that they will know the importance of budgeting. Lot of people are prone to do unwanted expenditure, if they pose extra money. Responsible youth will know the situation of the family, when they start to work and earn, which will great a sense of respect towards others in the family in the youth. Since they start on with a profession for part time job, these also impress them and in future there are chances that they become successful entrepreneurs. While analyzing the positive part, there are few negatives of learners doing part time jobs. Since the time the Learners get after working is less, they will not be able to completely concentrate on class works. Also they are doing hard work the whole day, which makes them too tired for the next day. This results in absenteeism, both in class and workplace. This creates study pressure and job pressure in them, which leads to

stress. They would seek something to relax their mind, which leads to addiction of anything like alcohol, drugs etc. This will end up their life in a miserable situation.

Even though there are negative aspects of part time work, college Learners are in a compulsion to do work for want of financial support. There is a necessity to know about the job satisfaction of the college Learners in their part time jobs. Job satisfaction is the sense of fulfillment the person feels towards the job. If there is job satisfaction, the person will be able to loyal to the company and give maximum productivity in his work. There are lots of factors that influence job satisfaction. The main factors that influence job satisfaction are age, wage paid, management policies, motivation, subordinates, team mates, manager, working condition, workplace, office ethics, harassment, gender bias, loyalty, working environment, career development ventures etc.

## **2. REVIEW OF LITERATURE**

The main aim of the study is to assess the job satisfaction of college Learners who are engaged in part time jobs. There have been studies in the past stating the aim of the study. Anil Kumar (2015) has stated in his study that the management should give motivation to employees for them to feel satisfied and show productivity in their work. Another study conducted by Cardona (1996) also have the same opinion that motivation plays an important role in the realization of satisfaction in job for the employees. Ashraf Shikdar and Biman Das (2003) researched that standard and participative feedback mechanism on productivity is also a factor for analyzing job satisfaction. Brown (2008) also conducted in their study that employee satisfaction comes from health care benefits, benefits administration satisfaction and retirement benefits also. Wang and Seifert (2017) has concluded in their study that wage reduction will play a very important role in decreasing employee morale which will effect employee satisfaction.

### **Need and significance of the study**

Learners nowadays are working in part time jobs to meet their financial requirements for education without disturbing the family for such expenses. Hence they work in a very stressful situation for balancing the time between their studies and job. Since they are employed in a job, there is a requirement to know their satisfaction level in their work. Hence this study aims to know the satisfaction level of the college Learners who are engaged in such works and the factors that affect their productivity in job.

## **3. METHOD OF STUDY**

The researcher, from this study is analyzing the satisfaction level of employees who are college Learners, working in part time jobs. For this study the researcher has used both qualitative and quantitative study. The respondents have been chosen using convenient sampling method. For getting the primary data, a questionnaire is being used. The secondary data has been got from different journals, articles and previous literatures on the study.

## **4. RESULT AND DISCUSSION**

The main aim of the study was to find the satisfaction level of college Learners working in part time and jobs. Relevant measures in line with the research were also suggested for enhancing the satisfaction level of the part time employees. The primary factors that affect

job satisfaction are discussed in detail. While analyzing the age of the respondents who opt for part time job, 76.7% of the employees are in the age group of 21-25 years, since the age group of the college Learners fall in this category. 60% of the part time working Learners are male. Girl child in most of the family will not be allowed to work after a specific time. The youth coming from rural areas will be opting more for part time works to continue their studies. This is supported in our study where 69.7% of the Learners are from rural areas. While enquired about working hours, 58% of the respondents are of the opinion that they work for one to four hours in their part time job. When question was raised about whether their studies was affected due to part time work, 73% of the respondents that the part time job did not have any effect on their studies and 65% of the respondents feel that they are given adequate training to do their job effectively. 75% of the respondents are very satisfied with the salary package that they get for the part time work they do. While seeking answer about any discrimination they face in their jobs, 63% of the respondents felt that they do not face any type of discriminations in their workplace and they also feel that they feel secured in their workplace. The respondents also felt that they are provided with good working environment and their welfare are also taken care by the employer. While on the other hand, 53% of the respondents feel that they are not given any counseling by the employer at the time of need. Also they feel that their efforts are not properly recognized by the employee at times. Hence from this study it can be concluded that even though the college Learners working in part time jobs are satisfied with the work they do, they feel they can get more of counseling and motivation through recognition.

## 5. CONCLUSION

The employers should understand that the college Learners coming for work are doing the job out of their at most necessity. The study was conducted to know the satisfaction level of part time employees who are college Learners. By this study it can be concluded that even though the respondents feel satisfied in the work, the employers needs to motivate them by giving required recognition for the work done. Also they need to be provided with counseling, when needed, to increase their productivity.

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