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An organizational study on challenges and problems faced by migrant employees working in URC constructions erode

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ABSTRACT

In the modern worlds the process of exchange of information cultural achievements and economic benefits is intensively proceeding .globalization stimulates the migration movement increases the multiculturalism of many countries. Floating population can be defined as migrant who are temporary or transit in nature and who move individually or in Groups.

INTRODUCTION

Man has been known for his mobility even in the Paleolithic age. Migration group of people have established new empires and has colonized many countries .Today migration has touched 400 million. The migration of labor in response to the economic changes. The underscores the scaling up the efforts many times and that too in a manner targeting the more deserving sections among such workers. [1-4]

STATEMENT OF THE PROBLEM

Most of the migrant employees are contract labors .they are getting less benefits when compared to native employees, to make awareness about the various statutory benefits /facilities to be provided to them, I have chosen this problem as my research.

OBJECTIVES

- To identify the demographic profile of the respondents

- To identify the problems faced by the migrant employees

SCOPE OF THE STUDY

- This study helps the migrant's employees to improve their live .This study helps migrant employees to tackle the challenges they are facing in day to day life.
- This study explores the workers to sustain their equality

LIMITATIONS OF THE STUDY

- Many respondents found it difficult to answer the questionnaire in their busy schedule
- The respondents have oscillated opinion in ranking their problem

LITERATURE REVIEW

- E. G. Ravenstein was the first to explain the process of migration. For, him, migrants move from areas of low opportunity to areas of high opportunity and every stream of migration

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produces a counter stream, particularly in rural to urban migration. Migrants move to centers of trade and commerce from nearby towns through different stages.

- Arthur Lewis (1954) connects migration with the process of development. It is a two-sector model with transfer of labour from rural sector to urban sector. As a result of transfer of labour from surplus to deficit sector the equality of wages will be attained. The model is based on dual economy, comprising a subsistence agriculture sector characterized by underemployment and a modern industrial sector characterized by full employment.

RESEARCH METHODOLOGY

Research design

Research Design is the Blue-Print for conducting the marketing research project. A Master plan that specifies the method and procedures for collecting and analyzing needed information.

Sample design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Probability sampling

A probability sampling method is a method of sampling that utilizes some form of random selections .probability sampling is based on the fact that every member of population has a known and equal chance of being selected

Simple random sample

It is a subset of statistical population in which each member of the subset has an equal probability of being chosen

Size of the sample

The Sample size is **100**

DATA COLLECTION METHOD

Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire.

Secondary data

These are data which are already collected and used by someone preciously. The data's are collected from journals, magazines and websites.

STATISTICAL TOOLS USED

To analyze and interpret collected data the following simple percentage and ranking were used.

Formula

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

Henry garrett ranking method

Garrett's ranking technique to find out the most significant factor which influences the respondent; Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

Where R_{ij} = Rank given for the i th variable by j th respondents.

N_j = Number of variable ranked by j th respondents.

DATA ANALYSIS

The respondent who participated in the research is from diversified background with gender, age, educational qualification, income, marital status of usage.

Table 1: Demographic profile of the respondents

| Details of the respondents | No of responders | Percentage |
|-----------------------------------|-------------------------|-------------------|
| Age | 20-30 years | 70 |
| | 31-40 years | 30 |
| | 41-50 years | 0 |
| | Above 50 years | 0 |
| | Total | 100 |
| Gender | Male | 100 |
| | Female | 0 |
| | Total | 100 |
| Educational qualification | Illiterate | 72 |
| | High school | 28 |
| | Graduate | 0 |
| | Post graduate | 0 |
| | Total | 100 |
| Monthly income | 5,000-10,000 | 97 |
| | 10,000-20,000 | 3 |
| | 20,000-30,000 | 0 |
| | 30,000-40,000 | 0 |
| | Total | 100 |
| Marital status | Married | 34 |
| | Unmarried | 66 |
| | Total | 100 |

Source: Primary Data

Interpretation

From this study it is evident that age group of the 70% of the respondents fall under the category of 20-30 years ,100% of the respondents fall under the gender group of male,72% of the respondents

educational qualification is illiterate ,the average monthly income of 97% of respondents fall under 5000-10000rupies,66% of the respondents under unmarried.

Table2: Ranking the problems faced by migrant employees

| S.NO | problems | Mean score | Total score | Rank |
|------|----------------------|------------|-------------|------|
| 1 | Food habits | 437 | 1748 | 2 |
| 2 | Income | 523 | 523 | 7 |
| 3 | Inequality Rights | 288 | 1728 | 3 |
| 4 | Language | 406 | 2030 | 1 |
| 5 | Improper shelter | 471 | 942 | 6 |
| 6 | Cultural differences | 230 | 1610 | 4 |
| 7 | Social security | 445 | 1335 | 5 |

SOURCE: PRIMARY DATA

Interpretation

From this study it is found that table it is evident that. “LANGUAGE” is ranked as no. 1 with the total score of 2030. “FOOD HABITS” is

ranked as no. 2 with the total score 1748. “INEQUALITY RIGHTS” is ranked as no. 3 with the total score of 1728.

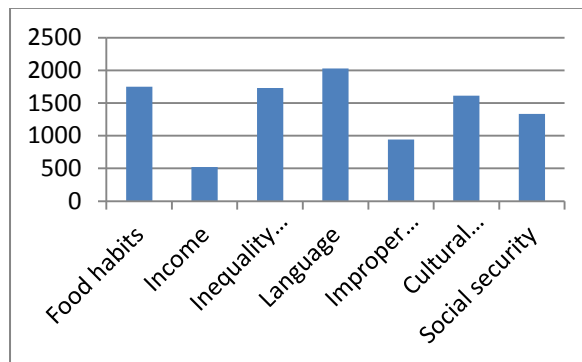


Figure: 1 Ranking the problems faced by migrant employees

FINDINGS

1. “LANGUAGE” is ranked as no. 1 with the total score of 2030.
2. “FOOD HABITS” is ranked as no. 2 with the total score 1748.
3. “INEQUALITY RIGHTS” is ranked as no. 3 with the total score of 1728.

4. Age group of the 70% of the respondents fall under the category of 20-30 years.
5. 100% of the respondents fall under the gender group of male.
6. 72% of the respondent’s educational qualification is illiterate.
7. Average monthly income of 97% of respondents fall under 5000-10000rupies.
8. 66% of the respondents under unmarried.

SUGGESTIONS

1. Language problems can be overcome by working in places which are more affordable to speak with and exchanging ideas
2. Food habits can be managed by adopting own habits by own cooking
3. Inequality in rights can be overcome through complaining to the particular contractor to get the probable rights

CONCLUSION

The increasing quantum of migration within the country, the problem of providing health care services to migrant workers will assume greater proportions over the years to avoid this scenario we must make sure that our policies and programmes incorporate migrant health.

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