

A Study on Job Satisfaction of Part-Time Employees in Coimbatore City

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ABSTRACT

Part-time work is an employment characteristic. It is defined in relation to full-time work, with reference to the number of hours worked for the type of job in a certain industry or occupation. The number of working hours in full-time jobs varies from activity to activity but also from country to country. The main objective of the study is to know the attitude of part-time workers towards their work and to identify the factors that motivate to work part-time and also to measure the employees' level of job satisfaction. The study is conducted in Coimbatore city by using both primary data and secondary data. The primary was collected with 200 respondents by using simple random sampling technique and secondary data from journals and magazines. Simple percentage analysis is used to analyse the data. The study suggests that the quality of part-time job is more important and advertisements can be improved for the needs of part-time job and also friendly relationship should be maintained among the employer and employers of part-time job. The study concludes that most of them prefer to take up part-time jobs due to financial constraint.

1. Introduction

The *rights of part-time employees* are protected in law through the *Protection of Employees (Part Time Work) Act 2001*. A part time job is a position that requires employees to work a lower number of hours than would be considered full time by their employer. An employee is considered part time if he or she works less than 35 hours per week, or works below the number of hours that the employer considers to be full time. Part-time, temporary employment provides students with valuable work experiences and earnings, while simultaneously providing the College with capable employees. Adherence to policies related to student employment will ensure consistency in the application of personnel practice to Student Assistants, and will comply with Federal and State laws and regulations. A job is part-time if working hours do not exceed two-thirds of those worked in an equivalent full-time job, taking into account the collective agreements or working practices in the firm concerned.

Nowadays job satisfaction and work performance of the employees within an organization is becoming vital concern for the organizational management and thus to achieve goals and objectives. In recent times, due to changes in organizational management approaches such as changes in organizational structures and cultures because of competitiveness in the market in which they are operating its business, leading to focus on the job satisfaction and performance of the employees within the organization. Part-time employees tend to be persons who have other obligations towards families, other jobs, or younger people who just joined the workforce. Because of that, part-time workers are less committed to their jobs. They are willing to leave the current job when they find a higher rate of pay per hour. Part-time employment can cause supervision and training problems.

2. Objective of the Study

- To study the attitude of part-time workers towards their work.
- To identify the factors that motivates to work part-time.
- To measure the employees level of job satisfaction.

3. Methodology

The study is based on both primary data and secondary data. Statistical tools used for the analysis are Simple percentage analysis and the primary data were collected from 200 respondents by using simple random technique for part-time workers job satisfaction in Coimbatore city. Secondary data is collected from journals, magazines, newspapers and websites.

4. Review of Literature

Iain Campbell and Jenny Chalmers (2008)¹ had conducted a topic of the study is "Job quality and part-time work in the retail industry: An Australian case study". Their objective of the study is Part-time jobs in retail in Australia can be either 'casual' or 'permanent', and this division is often equated with a distinction between bad and good quality work. It reports on the findings from a survey of, and interviews with, part-time retail workers in relation to three aspects of part-time employment that have a direct relationship with job quality: under-employment; variation in hours and schedules; and employee control over working time. This study indicates that the retail sector in Australia has a high incidence of part-time jobs. This is associated with substantial problems of job quality in terms of dimensions such as the number of hours, the regularity of hours and schedules, and the degree of employee control over hours and schedules. Although not without dangers, this offers a promising path forward for improving the quality of part-time jobs.

Kameliia Petrova (2010)² have done a research on the topic "Part-time entrepreneurship and financial constraints:

evidence from the Panel Study of Entrepreneurial Dynamics". The main objective as to find out the entrepreneurial entry under financial constraints where individuals choose between wage employment, part-time, and full-time entrepreneurship. The data were pacifically created to follow both nascent entrepreneurs and start-ups. The final sample used in the study contains a total of 1,049 individuals. Phone interviews and mail questionnaires were used to collect the data from the respondents. Descriptive statistics has implemented and they find out that the lack of a statistically significant correlation

between the probability of starting a new business venture, under part-time or full-time entrepreneurship, and wealth suggests that entrepreneurs are not financially constrained. Finally, risk aversion has no effect for part-time entrepreneurs.

5. Analysis & Interpretation

Demographic profile

The percentage analysis is used to determine the demographic profile of the respondents taken for the study

Table 1 - Demographic profile of the Respondents

Demographic	Groups	No of respondents	%
Age	18-20 Years	19	9.5
	21-30 Years	127	63.5
	31-40 Years	41	20.5
	41-50 Years	8	4
	Above 50 Years	5	2.5
Gender	Male	91	45.5
	Female	109	54.5
Marital status	Married	89	44.5
	Unmarried	111	55.5
Level of Education	No Formal Education	3	1.5
	School Level	16	8
	Graduate	68	34
	Post Graduate	89	44.5
	Doctorate	10	5
Monthly income	Below Rs.5000	9	4.5
	Rs.5001 to Rs.20,000	85	42.5
	Rs.20,001 to Rs.35,000	59	29.5
	Rs.35,001 to Rs.50,000	35	17.5
	Rs.50,001 to Rs.1,00,000	6	3
	Above Rs.1,00,000	6	3
Part-Time Monthly Income	Rs.1000 to Rs.5000	117	58.5
	Rs. 6000 to Rs.10,000	62	31
	Above Rs.10,000	21	10.5
Numbers of Members in the Family	2 members	7	3.5
	3 members	68	34
	4 members	46	23
	Above 4 members	79	39.5
Number of Earning Members in the Family	Single	49	24.5
	2 members	110	55
	3 members	31	15.5
	4 members	8	4
	Above 4 members	2	1
Part-Time Employment	Self-employment	96	48
	Employment	104	52
Type of Doing Part-Time Job	Online Job	64	32
	Offline Job	136	68
Time Of Doing Part-Time Job	Morning Time	22	11
	Evening Time	146	73
	Twice in a Week	18	9
	One day in a week	14	7
Weekly	4 hours	66	33
	5 hours	22	11
	6 hours	34	17
	1 day	23	11.5
	2 days	28	14
	3days	27	13.5
Type of choosing Part-time Job	Same field of full-time job	65	32.5
	Other field	135	67.50
Reason for Involving Part-time Job	Friends & Relatives	33	16.5
	Need of money	81	40.5

	Gain knowledge	49	24.5
	Experience	37	18.5

Source: Primary data

Result indicates that 63.50 per cent of the respondents belong to 21-30 years of age, 54.50 per cent of them are male, 55.50 per cent of them are unmarried, 44.50 per cent are post graduates and 42.50 per cent full-time employee's monthly income is between Rs.5001 to Rs.20, 000, 58.50 per cent are earning between Rs.1000 to Rs.5000 through part time job, 39.50 per cent of them have 4 members in their family, 55 per cent of them have 2 earning members in their family, 52 per cent are employed, and 68 per cent of them are doing offline

jobs, 73 per cent are involved in part-time job at evening hours, 33 per cent are spending 4 hours of time in a week, 67.50 per cent of them are in different field of full-time job and 40.50 per cent of them are in need of money to take up part-time jobs.

Satisfaction Level – Attitude

Table No-2 describes the satisfaction level regarding the attitude of the respondents towards part-time job

Table 2 - Satisfaction Level of Part-Time Job

Attitudes	Highly Satisfied	Satisfied	Neutral	Dissatisfaction	Highly Dissatisfaction	Total
Experience gained	100 50%	72 36%	16 8%	12 6%	0 0%	200 100%
Time management	57 28.5%	102 51.0%	37 18.5%	4 2%	0 0%	200 100%
Self – esteem	65 32.5%	95 47.5%	34 17.0%	5 2.5%	1 0.5%	200 100%
Financial independent	78 39%	76 38%	42 21%	4 2%	0 0%	200 100%
Flexibility in working hours	63 31.0%	80 40.5%	43 21.5%	13 6.5%	1 0.5%	200 100%
Secondary occupation / income	59 29.5%	72 36.0%	58 29.0%	9 4.5%	2 1%	200 100%
Partner / family members in low-paid work	41 20.0%	65 32.5%	67 33.5%	13 6.5%	14 7%	200 100%
Location	56 28.0%	95 47.5%	38 19.0%	11 5.5%	0 0%	200 100%

Source: Primary data

From the above table it is clear that the 50 per cent of the respondents are highly satisfied with the attitude of an experience gained, 51 per cent of them are satisfied with the time management, 47.5 per cent of them are satisfied with the self-esteem, 39 per cent of them are highly satisfied with financial independent and 40.5 per cent of them are satisfied with flexibility in working hours, 36 per cent of them are satisfied with secondary income, and 33.5 per cent of them are

neutral with the attitude of partner / family members in low-paid work and 47.5 per cent of them are satisfied with the location.

Satisfaction level – Motivation

Table No-3 shows the satisfaction level regarding the motivation of the respondents towards part-time job

Table 3 - Satisfaction Level Regarding Factors Motivated to Work Part-Time

Variables	Highly Satisfied	Satisfied	Neutral	Dissatisfaction	Highly Dissatisfaction	Total
To help family	123 61.5%	53 26.5%	15 7.5%	6 3.5%	3 1.5%	200 100%
Passions	77 38.5%	93 46.5%	24 12%	6 3.5%	0 0%	200 100%
Additional income	77 38.5%	85 42.5%	34 17.0%	4 2.0%	0 0%	200 100%
To spend extra time	37 18.5%	83 41.5%	65 32.5%	15 7.5%	0 0%	200 100%
To meet own expenses	99 49.5%	74 37.5%	24 12.0%	5 2.5%	1 0.5%	200 100%
To increase savings	75 37.5%	83 41.5%	34 17.0%	7 3.5%	1 0.5%	200 100%
To gain experience	86 43.5%	55 27.5%	50 25.0%	9 4.5%	0 0%	200 100%
Low salary in current job	27 13.5%	73 36.5%	62 31.0%	23 11.5%	15 7.5%	200 100%
Gaining knowledge in other	74	52	53	20	1	200

work field	37.0%	26.0%	26.5%	10.0%	0.5%	100%
Convenient location	91 45.5%	60 30.0%	40 20.0%	7 3.5%	2 1.0%	200 100%

Source: Primary data

From the above table it is clear that the 61.5 per cent of the respondents are highly satisfied to help family, 46.5 per cent are satisfied with passion, and 42.5 per cent of them are satisfied with the additional income, 41.5 per cent of them are satisfied to spend extra time and 49.5 per cent of them are highly satisfied to meet own expenses, 41.5 per cent are highly satisfied to increase savings, 43.5 per cent of them are highly satisfied to gain experience, 36.5 per cent of them are satisfied with low salary in current job, 37 per cent are highly satisfied in gaining knowledge in other work field, and 45.5 per cent of them are highly satisfied with convenient location.

6. Suggestions

Respondents should be aware of all the advantages in the part-time job. Quality of part-time job is more important to enhance their skills. More importance regarding Advertisement on part time jobs can be provided. All grades of people such as house wives, college students and other professionals can be encouraged to do the part-time job. The part-time job must be valuable and should be the source of satisfaction. Friendly

relationship should be maintained among the employer and employers of part-time job. If any complaint observed in the part-time job, it must be dealt quickly. This will reduce the chance of dissatisfaction.

7. Conclusion

Part-time job is a relation to full-time work where the number of hours will be low as for the type of job in a certain industry or occupation. It mainly differs from activity to activity and also from country to country. It is viewed as the additional income and the main attraction among the respondents is due to their gaining of knowledge and increasing savings with the help of extra sources. Although it causes the problems like insufficient timing and location but the employees are showing their interest in part-time job due to advantages such as meeting their own expenses on their own without depending anyone. The study concludes that most of them prefer to take up part-time jobs due to financial constraint.