



Determinants of job satisfaction among garment workers in Bangalore

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Abstract

This empirical study investigates the impact of personal, professional, and psychological factors on job satisfaction among garment workers in Bangalore. Using convenience sampling, data were collected from 107 workers. The study found significant positive relationships between symbolism of the self, opportunities for social interactions, general wellbeing, professional aspects of job satisfaction, and overall job satisfaction. Workers who perceived their job as reflective of their personal values reported higher job satisfaction. Similarly, those experiencing supportive social environments and improved wellbeing showed increased job satisfaction. Additionally, factors such as task variety, skill utilization, and advancement opportunities contributed significantly to job satisfaction levels. These findings emphasize the importance of addressing personal, professional, and psychological aspects to foster job satisfaction and create a positive work environment in the garment manufacturing sector. Organizations should prioritize initiatives that enhance employee engagement, support social interactions, promote wellbeing, and offer opportunities for professional growth to ensure the well-being and success of garment workers in Bangalore.

Keywords: Symbolism of the self, opportunities for social interactions, general wellbeing, and professional aspects of job satisfaction

Introduction

Employee satisfaction is critical to organizational success, particularly in the manufacturing sector, because it has a direct impact on productivity, output quality, and staff retention (Harter, Schmidt, & Hayes, 2002) ^[1]. Maintaining high levels of job satisfaction among workers in garment manufacturing is critical for optimal performance, as duties are frequently repetitive and tedious (Kamaljit, Jagjit, & Praveen, 2021) ^[2]. According to Wright and Cropanzano (2000) ^[3], research indicates that contented workers are more likely to be engaged and driven, which leads to increased productivity and better quality of work. Additionally, keeping competent workers is crucial for maintaining a competitive edge in a market that is highly competitive, and employee satisfaction is a major factor in lowering turnover rates (Tsheole, R. M., 2019) ^[4].

A variety of workplace-related factors, such as psychological, professional, and personal elements, have an impact on employee job satisfaction. Personal aspects include things like an individual's values, preferences, and intrinsic motivation. Grant, Christianson, and Price (2007) ^[5] found that employees who believe their work is meaningful and in line with their own values typically report greater levels of job satisfaction. Furthermore, personal satisfaction is greatly influenced by elements like employment security and work-life balance (Judge & Watanabe, 1993) ^[6]. Professional elements include things like task variety, autonomy, and chances for skill growth and promotion that are directly tied to the nature of the work.

According to research, workers are more likely to be satisfied with their jobs when they feel like their abilities are being used effectively and have autonomy in making decisions (Hackman & Oldham, 1976) ^[7]. Moreover, opportunities for professional development and clear career progression pathways have a beneficial effect on employee

satisfaction (Judge & Watanabe, 1993) ^[6]. Psychological elements comprise the affective and mental components that impact a person's view of their workplace. This covers things like connections between coworkers, organizational culture, and supervisor support. Research have shown that having good relationships with coworkers and managers greatly increases job satisfaction (Rhoades & Eisenberger, 2002) ^[8]. Additionally, total job satisfaction is increased by an encouraging workplace culture that prioritizes workers' well-being and creates a sense of community (EH Schein, 2004) ^[9].

The significance of the research stems from its capacity to illuminate the complex interactions between psychological, professional, and personal elements influencing job satisfaction among Bangalore's textile workers. Since a large percentage of Bangalore's manufacturing sector is derived from the garment industry, it is imperative to comprehend the unique opportunities and challenges that workers in this sector confront in order to improve workplace conditions and overall well-being. Through empirical analysis, the research can offer practical insights that employers, politicians, and other relevant parties can utilize to create focused interventions that raise job satisfaction and employee retention rates. By emphasizing the distinct dynamics at work in the apparel manufacturing industry, the findings may also add to the wider dialog on organizational psychology and HRM. In the end, this study might benefit Bangalore's garment workers as well as provide guidance for measures that promote workplace satisfaction and productivity in similar industrial environments across the globe. The purpose of the study is to inquire into how personal, professional, and psychological factors affect Bangalore's garment workers' job satisfaction. Despite the fact that job satisfaction plays a crucial part in an organization's success, empirical research that focuses especially on Bangalore's apparel industry is

lacking. The main goal of the problem statement is to comprehend how features of general welfare, professional aspects of job happiness, social interaction chances, and self-symbolism affect garment workers' overall job satisfaction. In order to provide employers and policymakers with useful information to improve working conditions and general well-being in Bangalore's garment manufacturing industry, the research aims to empirically determine the effects of personal symbolism, social interaction opportunities, general wellbeing, and professional aspects on job satisfaction.

Literature review

According to the self-symbolism, people are satisfied with their jobs when they are in line with their personal values and identity, which means that their goals and beliefs are reflected in their work. Research shows that people choose employment that is consistent with their identities and personal beliefs since it increases job satisfaction (Harter, Schmidt, & Hayes, 2002) [1]. Additionally, research indicates that workers feel more satisfied with their jobs when they believe their work is meaningful and aligned with their self-concept (Grant, Christianson, & Price, 2007) [5]. Thus, a crucial factor in determining job happiness is the symbolism of the self, which indicates how much people get intrinsic pleasure and identity from their jobs (Judge & Watanabe, 1993) [6].

H1: Symbolism of the self significantly influences on job satisfaction

The degree to which people connect with one another and participate in group activities at work is referred to as opportunities for social interaction. Empirical evidence indicates that this factor has a noteworthy impact on workers' job satisfaction. According to Rhodes and Eisenberger (2002) [8], workers who have plenty of possibilities for social interaction—like as casual get-togethers, teamwork, and supportive relationships with coworkers—tend to be more satisfied with their jobs. According to Grant, Christianson, and Price (2007) [5], constructive social interactions generate a sense of mutual support, camaraderie, and belonging—all of which are critical for creating a positive work atmosphere. Furthermore, social connections among coworkers can improve motivation, reduce stress, and advance workers' general well-being (Judge & Watanabe, 1993) [6].

H2: Opportunity for social interaction significantly influences the job satisfaction

General wellness in the context of the apparel business refers to an employee's emotional, mental, and physical health as well as their general quality of life and level of contentment with their working conditions. Empirical evidence suggests that overall health has a substantial impact on job satisfaction across a range of industries. According to Benach, Muntaner, and Santana (2011), aspects including fair pay, adequate healthcare, safe working conditions, and a positive work atmosphere all have an impact on the general welfare of garment workers. Research has indicated that high levels of wellbeing among employees are positively correlated with job satisfaction (Judge & Watanabe, 1993) [6]. On the other hand, inadequate health, encompassing physical pain, anxiety, and economical worries, might have a detrimental effect on

contentment at work and efficiency (Wright & Cropanzano, 2000) [3].

H3: General wellbeing significantly affects the job satisfaction

In the garment industry, professional dimensions of job satisfaction include factors directly relevant to the job itself, such as task variety, skill use, autonomy, and prospects for promotion. These factors have a significant impact on the sense of fulfilment, engagement, and career advancement of garment workers, making them essential for their job satisfaction. Studies reveal that professional factors have a substantial impact on workers' overall job satisfaction in a variety of industries (Hackman & Oldham, 1976) [7].

Higher levels of job satisfaction are more likely to occur when employees have the chance to use their abilities successfully, participate in a variety of jobs, and make their own decisions (Wright & Cropanzano, 2000) [3]. Judge and Watanabe (1993) [6] found that employees' sense of fulfilment and commitment to their jobs are also positively correlated with well-defined pathways for career promotion and professional growth.

H4: Professional aspects of job satisfaction significantly affect the job satisfaction

Methods

This empirical study aimed to investigate the effect of personal, professional, and psychological aspects on job satisfaction among garment workers in Bangalore. The study utilized a cross-sectional design.

A total of 107 garment workers were included in the study. Convenience sampling was employed to select participants from various garment factories in Bangalore.

Structured questionnaires were used to collect data from participants. The questionnaires included items measuring the variables of symbolism of the self, opportunities for social interactions, general wellbeing, professional aspects of job satisfaction, and job satisfaction itself. Each item was rated on a five-point Likert scale ranging from 5 (Strongly Agree) to 1 (Strongly Disagree).

Independent Variables: Symbolism of the Self, Opportunities for Social Interactions, General Wellbeing, and Professional Aspects of Job Satisfaction.

Dependent Variable: Job Satisfaction.

To examine the effect of personal, professional, and psychological aspects on job satisfaction, regression analysis was conducted. The independent variables were entered into the regression model to assess their predictive power on job satisfaction among garment workers.

Analysis

Table 1: Determinants of Job Satisfaction

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.617 ^a	.633	.673	.2043

a. Predictors: (Constant), Symbolism of the Self, Opportunities for Social Interactions, General Wellbeing, and Professional Aspects of Job Satisfaction

Source: Primary Data

The adjusted R square value (Table no.1) of 0.673 shows that the combined effects of personal symbolism, social interaction opportunities, overall wellbeing, and professional aspects of job satisfaction can account for roughly 67.3% of the variability in job satisfaction among Bangalore's garment workers. This number indicates that the model fits the data rather well, meaning that the chosen predictors together account for a sizable portion of the variation in work satisfaction. As a result, the model shows a sufficient degree of explanatory power with respect to the factors influencing job satisfaction among the study's garment workers.

Table 2: Determinants of Job Satisfaction

Model		Coefficients			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	.657	.025		.867	.266
	Symbolism of Self	.686	.081	.682	13.088	.000
	Opportunity for Social Interaction	.613	.069	.616	5.005	.000
	General Wellbeing	.677	.123	.687	14.235	.000
	Personal aspects of Job Satisfaction	.702	.143	.699	11.223	.000

a. Dependent Variable: Job Satisfaction

Source: Primary Data

The regression coefficients provide valuable insights into the hypotheses testing regarding the effects of symbolism of the self, opportunities for social interactions, general wellbeing, and professional aspects of job satisfaction on overall job satisfaction among garment workers in Bangalore. The results indicate significant positive relationships between each independent variable and job satisfaction. Symbolism of the self exhibits a strong positive relationship ($\beta = 0.682, p < 0.001$), suggesting that workers who perceive their job as reflective of their personal values and identity tend to report higher levels of job satisfaction. Similarly, opportunities for social interaction ($\beta = 0.616, p < 0.001$) and general wellbeing ($\beta = 0.687, p < 0.001$) positively influence job satisfaction, highlighting the importance of supportive workplace environments and employee health and wellness initiatives. Additionally, professional aspects of job satisfaction demonstrate a substantial positive effect ($\beta = 0.699, p < 0.001$), indicating that factors such as task variety, skill utilization, and advancement opportunities significantly contribute to workers' overall job satisfaction.

These findings support the hypotheses that symbolism of the self, opportunities for social interactions, general wellbeing, and professional aspects of job satisfaction play crucial roles in shaping job satisfaction among garment workers in Bangalore. The coefficients' magnitudes and statistical significance underscore the importance of addressing these factors to enhance job satisfaction and promote a positive work environment conducive to employee well-being and organizational success.

Conclusion

The findings from this study provide robust evidence supporting the significant positive impact of symbolism of the self, opportunities for social interactions, general wellbeing, and professional aspects of job satisfaction on

overall job satisfaction among garment workers in Bangalore. The results underscore the importance of addressing these factors to cultivate a positive work environment conducive to employee well-being and organizational success. Specifically, workers who perceive their job as reflective of their personal values and identity,

Furthermore, the study reveals that various factors, including task variety, skill utilization, and advancement opportunities, have a significant impact on employees' overall job satisfaction. These findings underscore the necessity for garment industry organizations to prioritize initiatives that improve worker engagement, support social interactions, promote wellbeing, and maximize professional development opportunities in order to increase worker job satisfaction.

But there are a few important limitations to this study that should be taken into account. First off, the results may not be as applicable to other groups of garment workers due to the convenience sample technique. Furthermore, response bias may arise from the use of self-report measures. Additionally, the study's cross-sectional design makes it impossible to demonstrate a causal relationship between the independent and dependent variables. For a more thorough understanding of the variables influencing job satisfaction among Bangalore's garment workers, future research could benefit from longitudinal studies using a wider range of sampling techniques and including objective measures of job satisfaction and its determinants. Notwithstanding these drawbacks, the knowledge gained from this research has important ramifications for organizational strategies and interventions meant to improve work satisfaction and foster employee wellbeing in the apparel manufacturing industry.

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