Migration and Invisible Economies of Care-Exploring the Hidden Pains

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Abstract. Workers have various welfare needs at various phases in their lives. In terms of time, age, culture, social and ethical standards, etc., welfare is a relative concept. According to this study's findings, younger employees should focus on organizational relationships, psychological stress, and occupation security, and experienced employees' workload consideration and work consummation should be there to enhance their sentiment of well-being. The purpose of this study explore the need for safety for migrant labor. This study demonstrated that unsafe working circumstances exist in India which is due to lax safety regulations and a high workload in the building construction sector. It also appears to have a significant impact on safety performance. This study's findings have implications for the legal and regulatory practices followed for the safety of migrant labor. The construction sector must routinely examine its safety education initiatives. Originality/value: The paper contributes to the academic discussion about the Safety of Migrant Labours.

Keywords: Migration, Welfare, Organizational relationships, Mental stress, and Job security

1 Introduction

The word "Welfare" refers to a person's or a group's means of subsisting in the context of his or her physical, social, and psychological surroundings. The idea of employee welfare has undergone significant change. The nation's social and economic advancement must be geared towards approving work welfare and work defense laws. The ability to adapt to one's surroundings is necessary for one to exist in the mechanical world. A labor gets paid for the different services he provides, but the amount paid to him depends on the type of work he does, how productive he is, how much the business can afford to pay him, and how important his work is to that particular sector of the economy. A person's social standing in contemporary culture, however, is determined by his or her economic situation; this includes the kinds and quality of clothing a person and family members wear, as well as the type and level of comfort of the household.

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Welfare is thus both a physical and a social term. Every community has its own moral standards and behaviours. A labour must adhere to its moral principles. There are social dos and don'ts. A state law may restrict serving alcohol to visitors at some social events, such as weddings and funerals, but this may simply be customary practise. These ideas of physical, social, and ethical job welfare are all interconnected. Wages and other financial resources determine a worker's social standing, and societal norms govern his behaviour on a daily basis. So, the definition of welfare may be expanded. The concept of labour welfare, on the other hand, differs from society to society, from nation to nation, and it also changes with the times. So, choosing between the best and worst work welfare conditions is difficult. Younger specialists have different needs than older workers do. Indeed, a worker's welfare demands can vary depending on their stage in life. Because it depends on things like time, age, culture, societal norms, and ethical standards, welfare may therefore be a relative word.

2 Literature Review

[14] study points out numerous substantial developments in construction accidents as well as the most dangerous incidents in the construction industry. Construction accident investigation procedures and reporting systems determine what kind of accidents happen and how they happen. Unfortunately, they fail to properly investigate why the accident occurred by identifying potential root causes, which can only be accomplished by supplementing these procedures with theories of accident causation and theories of human error. This study sets forth an Accident Root Causes Tracing Model (ARCTM) tailored to the construction industry's standards. [2] research provides an extended, supply chain-inclusive framework for studying the construction industry that serves all life-cycle stages of society's infrastructure systems, as well as a summary of selected literature on the life-cycle environmental assessment of construction materials, designs, and processes. [3] work raises the risk to worker safety. The study's findings, which revealed the main indicators of safety in tower-crane scenarios and assessed the extent to which each determinant affects continuous safety on site, are presented in this publication. The focal point of production on most modern skyscraper construction sites is a tower crane. Tower cranes operate in congested environments, sometimes with overlapping work zones, and sometimes with labour, financial, and schedule restrictions as they lift and move a range of loads close to and above people. [5] study elaborates **c**onstruction is a rapidly growing industry that entails a lot of risky work. In this industry, migrant labour is vulnerable to a range of occupational and health risks. A medical team from a public teaching hospital in Mumbai offered full onsite health care services to a private construction company's workers as part of a novel public-private partnership project. Building sites serve as breeding grounds for a variety of vectors, and unprotected workers may serve as baits. Furthermore, immigrants from disease-endemic regions move into urban slums with unprotected housing that is particularly responsive to vectors, bringing with them new strains of the virus that are resistant to drugs. The informal sector in India is expected to keep expanding in the future due to the emphasis on urban infrastructure development and urban renewal initiatives, necessitating the need for a strengthened and activated system to allow workers to lead healthy, according to socioeconomic status productive lives. [5] study analysed the influence of labor

performance, including period, rate, work pressure, safety measures, and quality. Using operative behavior of people in the construction industry as a lens to study production efficiency in Tamilnadu, the study aims to gather the latest information and identify the key factors affecting it. Laborers are mainly stressed because of lack of security, lack of expertise, poor quality of materials, and lack of remunerations. Labor productivity is totally affected by it [7]. Attitudes towards safety are correlated with worker safety perceptions. Age or length of employment have less of an impact on accident frequency than attitudes and actions of employees. Given the inherent dangers of the construction business and the variety of elements that impact worker safety, the safety of construction workers is always a top priority at construction sites. Numerous studies came to the conclusion that psychological elements that affect workers' safety significantly include workload, connections inside the organisation, mental stress, job security, and job happiness.

Nevertheless, little research has been done on the psychological traits unique to certain age groups. This study looked at how psychological variables affected two different age groups' perceptions of worker safety. Following a thorough study of the literature, several psychological variables were found, and a research model that was based on potential psychological influences on workers' perceptions of safety was created. Due to their knowledge and confidence in their work, older workers are less prone to mistakes than their younger counterparts. [4] researched about the personal traits of the person, including age and experience, are taken into account. Hazard pay and other monetary values linked to safety define the economic element. The safety practices of coworkers, especially supervisors, are used to evaluate the psychological component. Discussion is held regarding the elements that contribute to building site safety. The relationship between historical, economic, psychological, technological, procedural, organisational, and environmental elements and the level of site safety is taken into consideration while analysing their effects. The assessment of technical and procedural variables is done through the use of safety equipment on the job site and training. A management's policy selection determines how to evaluate organisational and environmental aspects.

3 Research Methodology

This research is done among the migration labor to increase the amount of data, understanding the people, culture, and society, and to apply this knowledge to develop new applications. It is commonly used to establish or guarantee truths, confirm the findings of earlier research, resolve new or old difficulties, support theorems, or create new theories. Research methodology includes particular analysis methods that are used to gather, compile, and evaluate data. The sample collected is representative of the entire population and should not reproduce prejudice against a particular attribute. A sample design aids in selecting the sample's scale, or the number of items to be included in the sample. In this research Convenience Sampling, is been implemented. The objective of the study is to elucidate the significant association between in between Safety of Migrant Labours and Gender. To examine the degree of association between the Safety of Migrant Labours. To enumerate the factors that have the greatest impact on Migrant Labours.

4 Results and Discussion

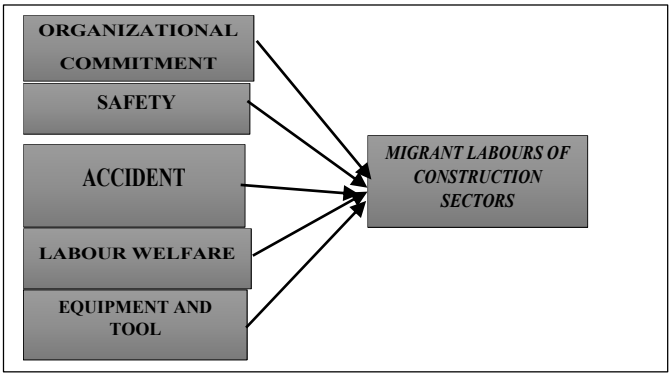


Fig. 1. Conceptual Model

4.1 Reliability Analysis:

Cronbach Alpha test is piloted with Statistical Package for Social Science (23) in order to measure the internal consistency which means stability of the measuring the Questionnaire.

Table 1. Reliability Statistics

Reliability Statistics	
Cronbach's Alpha	No. of Items
0.761	28

Source: Primary data

Inference: Cronbach's alpha test reliability coefficient usually ranges from 0 to 1, the greater the internal consistency of the items in the scale. The score of 0.761 represents the internal consistency of the items which states more reliability.

Table 2. Scale Statistics

Scale Statistics			
Mean	Variance	Std. Deviation	No. of Items
91.24	180.534	13.430	28

Inference:
The above table states that the scale statistics were calculated for a total of 28 items where the mean is 91.24, variance is 180.534 and with a standard deviation of 13.430.

4.2 Anova

TABLE 3

ANOVA with Cochran's Test						
		Sum of Squares	df	Mean Square	Cochran's Q	Sig
Between People		830.915	129	6.441		
Within People	Between Items	3355.005	27	124.259	1351.579	.000
	Residual	5357.816	3483	1.538		
	Total	8712.821	3510	2.482		
Total		9543.736	3639	2.623		
Grand Mean = 3.26						

Inference: The above table, shows the ANOVA with Cochran's test whereby the total sum of squares between and within the people and the Q value is 1351.579 and the grand mean is 3.36.

4.3 Factor Analysis

Measurement **model results for Factor Analysis:**

Communalities		
Study Variables	Initial	Extraction
ML1	1	0.63
ML2	1	0.75
ML3	1	0.64
ML4	1	0.78
ML5	1	0.75

ML6	1	0.71
ML7	1	0.72
ML8	1	0.66
ML9	1	0.88
ML10	1	0.75
SF1	1	0.84
SF2	1	0.60
SF3	1	0.61
AD1	1	0.63
AD2	1	0.88
AD3	1	0.62
AD4	1	0.63
LW1	1	0.73
LW2	1	0.64
LW3	1	0.75
LW4	1	0.61
OC1	1	0.70
OC2	1	0.70
OC3	1	0.72
OC4	1	0.72
ET1	1	0.77
ET2	1	0.75
ET3	1	0.74

Source: Primary Data.

Inference: The scales shows initials and loadings of each factor in the study. For the ML factor the highest loading is 0.87 and the least is 0.71, for the SF factor the top loading is 0.93 and the least is 0.63, for AD determinant the highest loading is 0.91 and

the smallest is 0.65, for LW variable the maximum loading is 0.88 and the minimum is 0.75. For OC factor peak loading is 0.91 and the least is 0.46, for the ET element the premier loading is 0.91 and the tiniest is 0.71.

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.721
Bartlett's Test of Sphericity	Approx. Chi-Square	843.561
	Df	378
	Sig.	.000

Source: Primary data

Inference: The Kaiser-Meyer-Olkin Measure of Sampling Adquacy value of 0.721, which is a fantastic indicator of the variables, is shown in the above table.

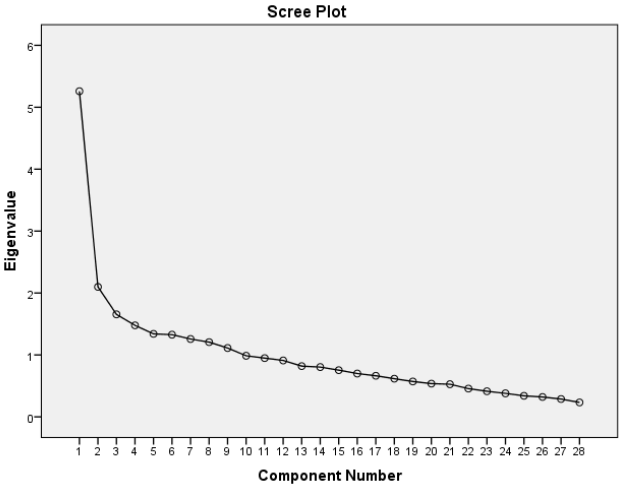
TOTAL VARIANCE EXPLAINED

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	5.25	18.780	18.780	5.258	18.780	18.780	3.722	13.293	13.293
2	2.09	7.496	26.276	2.099	7.496	26.276	2.037	7.275	20.568
3	1.65	5.910	32.186	1.655	5.910	32.186	2.028	7.243	27.811
4	1.47	5.278	37.465	1.478	5.278	37.465	1.746	6.235	34.046
5	1.34	4.786	42.250	1.340	4.786	42.250	1.648	5.887	39.933
6	1.32	4.740	46.991	1.327	4.740	46.991	1.409	5.032	44.965
7	1.25	4.490	51.480	1.257	4.490	51.480	1.394	4.978	49.943
8	1.20	4.311	55.791	1.207	4.311	55.791	1.389	4.962	54.905
9	1.11	3.971	59.762	1.112	3.971	59.762	1.360	4.857	59.762
10	0.98	3.524	63.285						

11	0.94	3.389	66.674						
12	0.91	3.252	69.926						
13	0.81	2.926	72.851						
14	0.80	2.872	75.724						
15	0.75	2.693	78.417						

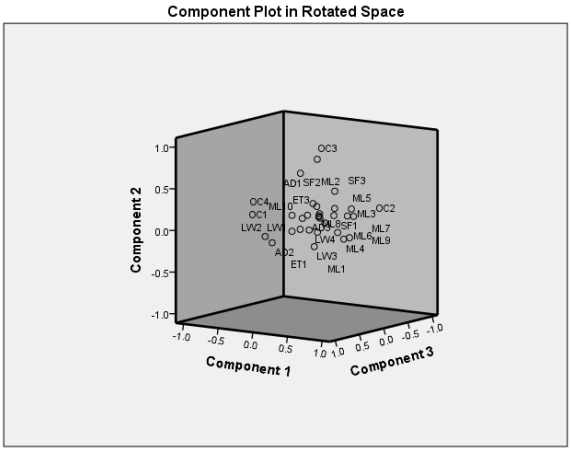
Source: Primary Data.

Inference: The Eigen values are the variance of the factors, and the cumulative proportion of these variances is 59.76 percent, which accounts for the first 9 factors of the overall variance. The total variance is equal to the number of variables utilised, which is 15.



Inference: The above plot shows the items (variables) in the rotated factor space. It helps to see how the items (variables) are organized in the common rotated space.

THE COMPONENT PLOT



Inference: The above plot shows the components (factors) in the rotated factor space. It helps to see the components (factors) are organized in the common rotated space.

4.4 Chi Square Tests

Chi Square Test for Migrant Labour Vs Gender.

Hypothesis

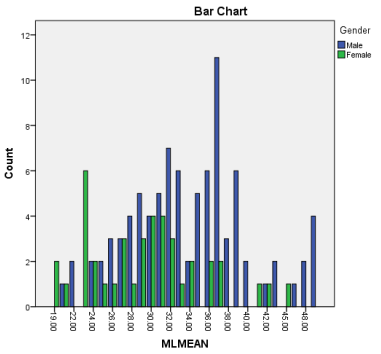
H0**:** There is no association in between the implementation of Migrant Labors towards Gender

H1: There is association in between the implementation of Migrant Labors towards Gender

Factor	Rate	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	42.173[a]	27	0.032
Likelihood Ratio	51.634	27	0.003
Linear-by- Linear Association	13.839	1	0.000
N of Valid Cases	130		

50 cells (89.3%) have expected count less than 5. The minimum expected count is 0.32.

BAR CHART



Inference: The p value is less than 0.05, according to the table, which has been noted. Hence, reject the null hypothesis while accepting the alternative.

Chi Square Test For Safety Vs Migrant Labours.

Hypothesis

H0: There is no association in between the implementation of Safety towards Migrant Labors

H1: There is association in between the implementation of Safety towards Migrant Labors

Factor	Value	D	Asymptotic Significance (2-sided)
Pearson Chi-Square	383.012[a]	324	0.013
Likelihood Ratio	270.424	324	0.986
Linear-by- Linear Association	30.838	1	0.000
N of Valid Cases	130		

364 cells (100.0%) have expected count less than 5. The minimum expected count is 0.01.

Inference: The p value is less than 0.05, as can be seen from the table. Accept the alternative theory as a result. Thus, there is a connection between the adoption of Safety for Migrant Workers.

4.5 Correlation with Study Variables

Study variables	AGE	GENDER	WORK	SF	ML	AD	LW
AGE	1						
GENDER	-.091	1					
TYPE OF WORK	-.034	.172	1				
SF	.053	-.185	.154	1			
ML	.140	-.328	-.049	.489	1		
AD	.339	-.043	.084	.224	.391	1	
LW	.133	.021	.074	.094	.237	323	1
OC	.081	-.243	-.064	.493	.446	.198	.030

ET	058	-.110	-.065	.219	.174	-.010	-.034

Source: Primary data

Inference: Pearson correlation value of age versus gender is 0.09 and it means positively correlated. Pearson correlation value of gender versus type of work is 0.172 and it means positively correlated. Pearson correlation value of type of work versus safety is -0.154 and it means negatively correlated. Pearson correlation value of safety versus migrant labour is 0.489 and it means positively correlated. Pearson correlation value of migrant labours versus accident is 0.391 and it means positively correlated. Pearson correlation value of accident versus labour welfare is 0.323 and it means positively correlated. Pearson correlation value of labour welfare versus organization com is 0.030 and it means positively correlated. Pearson correlation value of organization versus equipment and goods is 0.16 and it means positively correlated.

4.6 Step-wise Multiple Regression

H0: There is no significance difference among the dimensions of the independent variables as predictors, predicting welfare of Migrant Labours.
H1: There is significance difference among the dimensions of the independent variables as predictors, predicting Welfare of Migrant Labours.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	0.489	0.239	0.233	5.87	0.239	40.21	1	128	0.000	
2	0.568	0.322	0.312	5.56	0.083	15.59	1	127	0.000	
3	0.604	0.365	0.350	5.40	0.043	8.55	1	126	0.004	2.005

a. Predictors: (Constant), IT

b. Predictors: (Constant), IT, FP

c. Dependent Variable: SCP

Inference: The model is summarised in the regression table above. R stands for the multiple correlation coefficient, which has a range between -1 and +1. The positive association between supply chain performance, information technology, and financial

performance is indicated by the R value, which is 0.604. The coefficient of determination, R square, falls between 0 and 1. Information technology and financial performance are improved by the R square value of 0.365, which accounts for 66.1 percent of the variation in the data.

ANOVA						
Model		Sum of Squares	do	Mean Square	F	Sig.
1	Regression	1386.985	1	1386.985	40.211	.000
	Residual	4415.023	128	34.492		
	Total	5802.008	129			
2	Regression	1869.754	2	934.877	30.194	.000
	Residual	3932.253	127	30.963		
	Total	5802.008	129			
3	Regression	2119.794	3	706.598	24.179	.000
	Residual	3682.213	126	29.224		

	To-tal	5802.008	129			

a. Dependent Variable: SCP

b. Predictors: (Constant), IT

c. Predictors: (Constant), IT, FP

Source: Primary Data.

Inference: According to the aforementioned ANOVA table, the dependant variable's supply chain performance is unreliable because the F value is significant (sig value is less than 0.05). With N-1 degrees of freedom in the overall variance, the total N was 129. 24.179 is the F value. The do is therefore valued at 129. To determine the importance of the predictors in each model, the Mean Square is Residual is used.

COEFFICIENT TABLE

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.010	2.057	-	9.728	.000
	SF	3.574	.564	.489	6.341	.000
2	(Constant)	11.175	2.967		3.766	.000
	SF	3.089	.548	.423	5.637	.000
	AD	1.116	.283	.296	3.949	.000
3	(Constant)	7.105	3.201		2.220	.028
	SF	2.261	.603	.309	3.751	.000
	AD	1.033	.276	.274	3.742	.000
	OC	.578	.198	.240	2.925	.004

a. Dependent Variable: SCP

Source: Primary Data.

Inference:: The safety, accident, and organisational commitment coefficients are displayed in the table of regression model coefficients above, which aids in the analysis of migrant labour. The variables have a low significance value of less than 0.05. The coefficients were statistically significant, the table concludes.

Regression Equation:.

Model 1

Y= abs

Y=0.260+0.935 (1)

Model 2

Y= abs

Y=0.124+0.602+0.368(2)

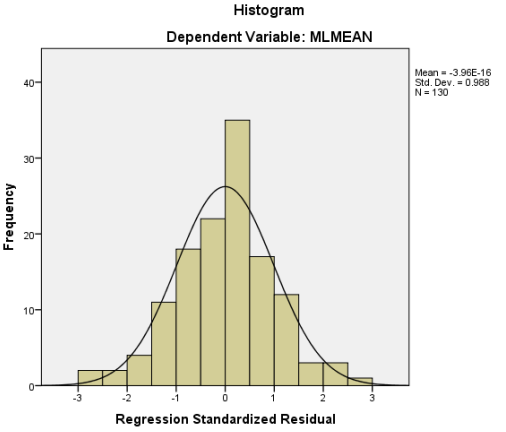
Model 3

Y= abs

Y=0.241+ 0.659+ 0.448-0.163(3)

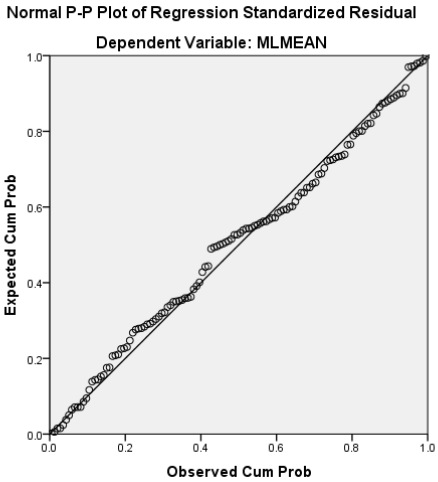
HISTOGRAM

CHART 4



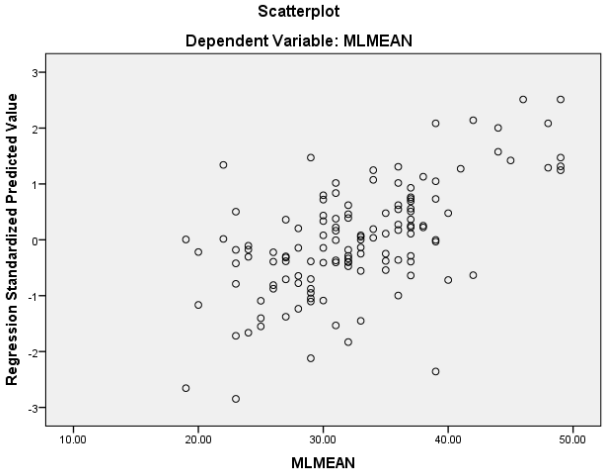
Inference: The chart represents that the mean value is -3.96, standard deviation value is0.988 and the N value is 130.

P-PLOT



Inference: The chart represents that the Y axis is the expected cum prob and X axis represents th eobserved cum prob. The dependent variable is supply chain performance.

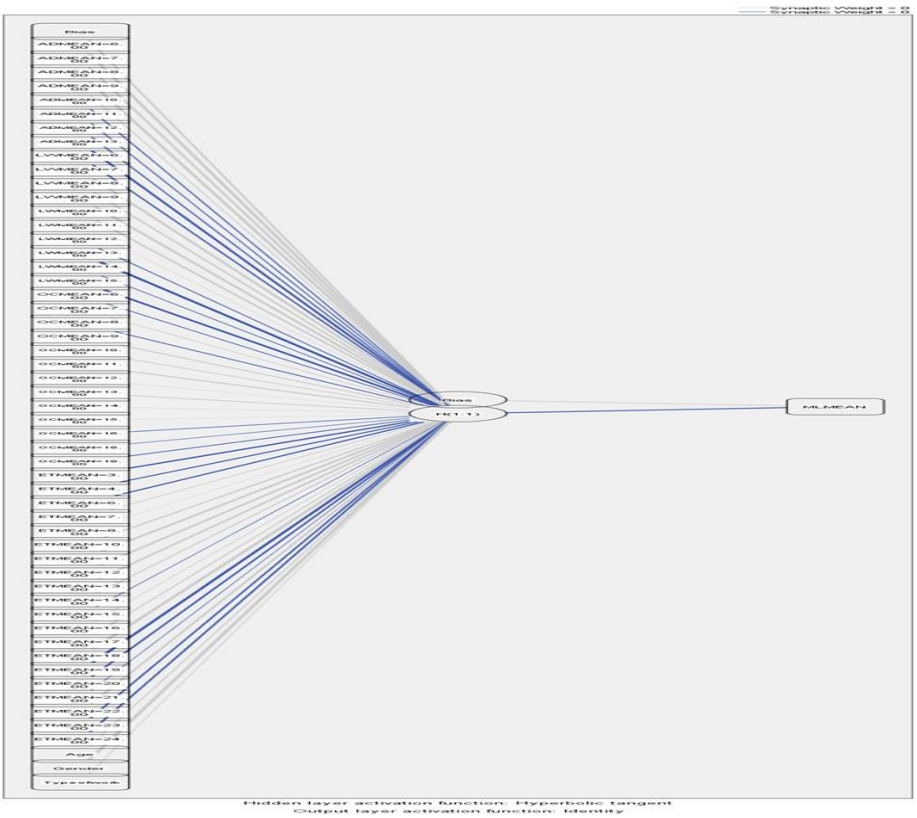
SCATTER PLOT



Inference: The above chart shows a scatter-plot for the information technology. The Y axis displays the regression standardized predicted value, and the X axis displays mean of supply chain performance.

MULTILAYER PERCEPTRON.

NETWORK INFORMATION.



Inference: The cross-entropy error is produced when the soft Max activation function is applied to the output layers. Depending on the amounts of the dependant variable measurements, relative mistakes or percentages of inaccurate predictions are shown. The average relative error is shown if any dependent variable has scale measurement level. The average percentage of inaccurate predictions is shown if all dependent variables are categorical. Displayed are relative errors or the percentage of inaccurate predictions. For each dependent variable, relative errors or the percentage of inaccurate predictions are also shown.

5 Summary of Findings

OBJECTIVES	HYPOTHESES	FINDINGS

To examine the degree of association in between Safety of Migrant Labours.	There is no association in between the implementation of Safety Towards Migrant Labours. There is association in between the implementation of Safety Towards Migrant Labours.	There is significant association in between Safety and Migrant Labours
To explore the level of significant association in between Labour Welfare and Gender of Migrant Labours	There is association in between the implementation of Labor Welfare Towards Gender. There is no association in between the implementation of Labor Welfare Towards Gender.	There is significant association in between Labour Welfare and Gender.
To enumerate the factors that has the greatest impact of Migrant Labours.	There is no significance difference among the dimensions of the independent variables as predictors, predicting welfare of Migrant Labours. There is significance difference among the dimensions of the independent variables as predictors, predicting Welfare of Migrant Labours.	Migrant Labours has a positive relationship with the Independent Variables

6 Discussion

This study demonstrated that unsafe working circumstances exist in India due to lax safety regulations and a high workload in the building construction sector. Employees ran the risk of slipping, getting overworked physically, falling from the top, etc. Construction sites are always complicated environments for workers' safety, and due to demographic and cultural variances, safety attention on international construction sites is uncommon. It has been noted that workers of different ages do not consistently perceive safety.

A person's assignment load and occupation fulfillment are more essential to an elder individual, while an individual's organization ties, mental stress, and job satisfaction are more important to a younger person. According to the study, newer personnel should pay more consideration to interpersonal association within organizations, mental stress, and job security, while senior employees should concentrate on assignment tasks and satisfaction in occupation in-order to increase their sense of security. "Organizational" characteristics appear to have a significant effect on safety performance, according to the study. Those in charge of coordinating the work of the contractor will be affected most, especially those in the construction team. . Discussions are essential for conveying the value of safety to everyone in the group, including the supervisor. Through internal and external site safety communication, the construction industry must regularly review its safety education initiatives and stay current with changes to health and safety laws.

•A key human resources duty in a business is providing labor welfare services.
•The effectiveness of the human factor affects the effective utilization of other production factors.
•The employee spends more than a quarter of his life at work.
Therefore, the worker has every right to demand that the working conditions be reasonable and offer adequate protection for his life and health.

•The level of commitment, the caliber of the work, the commitment to the organization, morale, etc. are all influenced by the kind and quantity of welfare a worker receives.

7 Suggestions

The welfare programmes have serious flaws and are inadequately implemented; a sizable group of poor migrants are excluded from them, it should be underlined. Every employer or organisation is required to make sure that the workers receive their wages on time. During the Covid-19 second wave, some workers complained that they received severely low wages. There should be a safe spacing between the equipment because workplace congestion frequently results in accidents. The safety devices should periodically be examined, and any deficiencies should be fixed before a failure occurs. To prevent mishaps caused by loose gowns, workers should be provided with protective clothes. Fireproofing of the workplace, placement of fire alarms and extinguishers, and regular fire drills are all recommended. The workers' right to freely express their complaints should be respected.

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Annexure I: Questionnaire

QUESTIONAIRE

Demographic Questions

Age :

Gender:

Type of work ?

A. Skilled
B. UnSkilled

MIGRANT LABOURS

1) Facing a lot of difficulties as I am not conversant with the new language?
   A. Strongly disagree (ML1)
   B. Disagree
   C. Neither agree or disagree
   D. Agree
   E. Strongly agree
2) Able to adapt to the new food habit? (ML2)
   A. Strongly disagree
   B. Disagree
   C. Neither agree or disagree
   D. Agree
   E. Strongly agree
3) Do you frequently fall sick due to a change of food habits? (ML3)
   A. Strongly disagree
   B. Disagree
   C. Neither agree or disagree
   D. Agree
   E. Strongly agree
4) Have you developed any complications in your health after the change of food habits? (ML4)
   A. Strongly disagree
   B. Disagree
   C. Neither agree or disagree
   D. Agree
   E. Strongly agree
5) Is there a sufficient electrical facility? (ML5)

A. Strongly disagree
B. Disagree
C. Neither agree or disagree
D. Agree
E. Strongly agree

6) Is the working hours flexible? (ML6)
A. Strongly disagree
B. Disagree
C. Neither agree or disagree
D. Agree
E. Strongly agree

7) Is the salary package satisfactory? (ML7)
A. Highly Dissatisfied
B. Dissatisfied
C. Neither Satisfied or Unsatisfied
D. Satisfied
E. Highly Satisfied

8) State your level of satisfaction with respective to the accommodation provided (ML8)
A. Highly Dissatisfied
B. Dissatisfied
C. Neither Satisfied or Unsatisfied
D. Satisfied
E. Highly Satisfied

9) Do you feel stressed while you are away from your home (ML9)
A. Strongly disagree
B. Disagree
C. Neither agree or disagree
D. Agree
E. Strongly agree

10) Reasons for taking up this job (ML10)
A. Poverty
B. Unemployment
C. Low education
D. Monsoon failure

Safety

11) Safety is my priority always (SF1)
A. Strongly disagree
B. Disagree
C. Neither agree or disagree
D. Agree
E. Strongly agree

12) I Always wear safety equipment when required by practice (SF2)
A. Strongly disagree
B. Disagree
C. Neither agree or disagree
D. Agree
E. Strongly agree

13) The safety training is provided for me (SF3)
A. Strongly disagree
B. Disagree
C. Neither agree or disagree
D. Agree
E. Strongly agree

Accidents

14) What could be the main reason of accidents (AC)

A. Management Actions
B. Co-workers unsafe act
C. Non-Human related events

15) Do you think the workers know the right procedure to do a work (AC2)
A. Yes
B. No
C. Maybe

16) What causes a worker to act unsafe (AC3)
A. Social pressure
B. Peer pressure
C. Management pressure

17) The reasons why i fail to identify the unsafe conditions. (AC4)
A. wrong assumptions made by worker
B. Unable to work on free will.
C. Insufficient knowledge to identify unsafe conditions
D. Wrong information provided by the management

Labour Welfare

18) Welfare Measure and its Perceived Impact on Employees Motivation and Productivity (LW1)
A. To Great Extent
B. To a considerable Extent
C. To some extent
D. To a little extent

19) Method Of Determining Employee Welfare Requirements (LW2)
A. Through Observation
B. Through Suggestion
C. Through Performance
D. Through Interviews

20) Employee Perception Towards Output of Labour Welfare Measures (LW3)
A. Creates Efficiency towards Work
B. Improves Physical and Mental Health
C. Improves Commitment to wards work
D. Increase My work motivation

Influence of Overall Welfare Measures on Employee Job Satisfaction (LW4)
A. To a Little Extent
B. To some Extent
C. To a Considerable Extent
D. To a Great Extent

Oganizational Commitment

21) What are the factors which contributes towards work efficiency (OC1)
A. Communication
B. Skills
C. Responsibility
D. All the above

22) As an employee of this company, I feel honoured (OC2)
A. Strongly Disagree
B. Disagree
C. Neither agree or disagree
D. Agree
E. Strongly agree

23) I am willing to do extra work to help my company (OC3)
A. Strongly Disagree
B. Disagree
C. Neither agree or disagree
D. Agree
E. Strongly agree

24) I accept all kind of work tasks to continue for working in this company.(OC4)
A. Strongly Disagree

B. Disagree
C. Neither agree or disagree
D. Agree
E. Strongly agree

Equipment's and tools

25) The number of tools/machines with which you have to work. (ET1)
A. Less than 10
B. Less than 30
C. Less than 50
D. Less than 70

26) The efficiency & effectiveness of the tools with which you have to work. (Rank the effectiveness on a scale of 1 – 10) (ET2)
1 2 3 4 5 6 7 8 9 10

27) The efficiency & effectiveness of the machine with which you work. (Rank the effectiveness on a scale of 1 – 10) (ET3)
1 2 3 4 5 6 7 8 9 10