

## **PSYCHOLOGICAL CORRELATES OF LABOUR IN INDIAN JOB MARKET**

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### **ABSTRACT**

The level of job satisfaction has a significant impact on an individual's job behaviours. In any organization, job satisfaction affects performance as part of job behaviour significantly. Its importance in developing nations like India is clear. The present study investigated the relationship of Indian industrial workers' job satisfaction level and job behaviour, as industrial disputes affect job performance and satisfaction of industrial workers. .

Keywords : Psychological, organization, satisfaction etc.

### **INTRODUCTION**

In today's age of modernity and industrialization, the pattern of human life is changing day by day. This is especially true for individuals engaged in a variety of occupations. In short, human beings are closely associated with work. This relationship is very important. Because work is an essential part of one's life. Considering the present time, it can also be said that work is life. When a person joins and works in any organization, if he gets satisfaction in that work, then he can work with peace of mind. If a person is not satisfied at his workplace, it affects his behaviour foremost. In industrial sector, job dissatisfaction leads to mental stress, anxiety that emerges in industrial disputes also. There are various factors affecting Job satisfaction as gender, age, time in particular business or industry, level of intelligence, education and personality.

The components related to business and industrial disputes are type of business, business skills and size of business. The components of administration in terms of public and private sector are related to salary, safety, opportunity to move forward, relationships with higher authority or owner, responsibility, supervision, professional favourable conditions and beneficial elements.

The Psychological correlates of Labour in Indian Job Market can be understood as the interplay between the mental and emotional aspects of employees and the structural and cultural dynamics of job market in India. These correlates encompass various factors that affect individual's attitude, behaviours and mental wellbeing in the workplace. Here are some key dimensions: Job security and economic pressures. Gig economy leads to increase in temporary and contractual jobs with pressure of secure job in highly competitive market contributes to feeling of inadequacy.

There are several negative personality traits that develop when a person is not satisfied at work. Even while every company strives to offer its employees the finest opportunities and working conditions, there is currently a new trend of job switching in the private sector. The majority of employees in the organization remain dissatisfied despite obtaining a competitive compensation package and job bouncing is a typical pattern among them (Mishra and Mishra, 2022).

The cultural influences and expectations related to family, financial stability, social comparison adds further self-doubt and burden on individual well-being. Older adults are the

most vulnerable group in the labor market, given their physical and functional health risks. Moreover, they are also at a greater risk of psychological factors like work stress due to risk of age, ageism and social well-being (Malik et al, 2022).

In today's world there is no one who is mentally healthy. Some people in the society will be like that if their mental health is very healthy. Because in today's age running from business as well as running after money throws a person out of life. So mental health is affected when a person does not get success despite working hard in business. That is why studies of such problems have become necessary today (Manisha and Parmar, 2021).

**Objectives:** The following objectives have been determined in relation to the problem of the present research.

- 1) Comparing employee's job satisfaction between the public and private sectors is the aim of the current study.
- 2) Study whether there is a difference between industrial disputes in public and private sector.
- 3) Comparing the Indian states in terms of industrial disputes in public and private sector.

The study provides conclusion is provided in light of the findings and results related to job satisfaction of the employees has been analysed on the basis of industrial disputes on basis of public or private sectors. The industrial disputes compared and analysed in terms of different states and union territories of India for the year 2015 and 2016 as the reports released by 'Labour Bureau' of India.

**Table. 1: Industrial Disputes in Public and Private Sectors in States and Union Territories of India (2015-2016)**

| State/Union Territory | Public sector |      | Private sector |      |
|-----------------------|---------------|------|----------------|------|
|                       | 2015          | 2016 | 2015           | 2016 |
| Andhra Pradesh        | -             | -    | 12             | 10   |
| Arunachal Pradesh     | -             | -    | -              | -    |
| Assam                 | 4             | 1    | 12             | 6    |
| Bihar                 | -             | 1    | 1              | -    |
| Chhattisgarh          | 3             | 6    | -              | -    |
| Goa                   | -             | -    | -              | 2    |
| Gujarat               | 1             | 8    | 13             | 19   |
| Haryana               | -             | -    | 4              | 2    |
| Himachal Pradesh      | -             | -    | 6              | 5    |
| Jammu & Kashmir       | -             | -    | -              | -    |
| Jharkhand             | -             | -    | -              | -    |
| Karnataka             | 3             | 3    | -              | -    |
| Kerala                | #             | 14   | 14             | 10   |
| Madhya Pradesh        | 8             | 2    | 9              | 7    |
| Maharashtra           | 2             | 2    | -              | -    |
| Manipur               | -             | -    | -              | -    |
| Meghalaya             | -             | -    | -              | -    |
| Mizoram               | -             | -    | -              | -    |
| Nagaland              | -             | -    | -              | -    |
| Odisha                | -             | -    | 4              | -    |

|                           |    |    |     |    |
|---------------------------|----|----|-----|----|
| Punjab                    | -  | -  | -   | 2  |
| Rajasthan                 | 8  | 6  | 4   | 4  |
| Sikkim                    | -  | -  | -   | -  |
| Tamil Nadu                | 1  | -  | 24  | 10 |
| Telangana                 | 2  | 2  | -   | -  |
| Tripura                   | -  | -  | -   | -  |
| Uttar Pradesh             | 2  | 4  | 3   | 1  |
| Uttarakhand               | #  | 1  |     | -  |
| West Bengal               | 1  | 2  | -   | -  |
| Andaman & Nicobar Islands | -  | -  | -   | -  |
| Chandigarh                | -  | -  | -   | -  |
| Dadra and Nagar Haveli    | -  | -  | -   | -  |
| Delhi                     | -  | -  | -   | -  |
| Daman & Diu               | -  | -  | -   | -  |
| Lakshadweep               | -  | -  | -   | -  |
| Puducherry                | -  | -  | -   | -  |
| Total                     | 35 | 52 | 106 | 78 |

Source: INDIAN LABOUR STATISTICS 2017<sup>1</sup>

The number of disputes have been shown as Nil as the same relates to all-India strikes and not counted in the State. Work conditions contrasts across the states in India, therefore it is likely that work stress will vary across these regions. Table provides the number of industrial disputes which are not related to strikes of factories. Industrial disputes are highest in Tamil Nadu, Gujarat and Kerala states and lowest in the states in most of states. Most disputes are found in industrial states. The table shows industrial disputes are highest in private sector as compared to public sector. The industrial disputes of private sector was 106 in 2015 and 78 industrial disputes in 2016. women being at greater risk. Similarly, working older adults from low income level households are at greater risk for work stress, as shown by our results. This clearly reflects the ample association between industrial disputes of public and private sector and socio-economic characteristics and work stress industrial workers in India.

Work stress can act as a medium to impact workers' productivity and work opportunities, particularly in private sector, given the complex relationship between administrative organisations. Few studies have also examined work stress from dynamic context given its casual impact. Thus, understanding work stress is a critical issue that needs to be examined even for industrial disputes. So far studies have examined multiple factors ranging from work productivity to working conditions, however limited studies have examined this phenomena in labor market while exploring the health and wellbeing factors.

## CONCLUSION

The productivity of the employees is the most decisive factor as far as the success of an organization is concerned. In an age of highly dynamic and competitive world, employees are exposed to all kinds of stressors that can affect them in all realms of their life. The growing importance of interventional strategies is felt more at the organizational level. Although, in private sector from last few years, the practice of human resource development is increased and organizations have started focusing on employees need and expectation, and trying to

develop good organizational culture and policies but youths of our country are seeking in a government job. As industrial organizations become more complex, the potential for and amount of stress increases in both sectors private as well as public sector. Urbanization, industrialization, and the increase in the scale of operations are causing increasing stresses.

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