



Job Satisfaction and well-being of reverse migrants working under start-up zone in west champaran district of Bihar

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Abstract

This study aims to explore the level of psychological well-being and level of Job satisfaction in reverse migrants of the West Champaran district of Bihar. A personal survey was conducted for this study. 63 reverse migrants working in textile industries in “Navparavartan” Start-up Zone, Chanpatia, were selected as participants. Psychological Well-being Scale (PWBS) and Job Satisfaction Questionnaire (JSQ) were used as measures for data collection. The finding shows that the majority of participants 71.4% of participants scored on very high level of job satisfaction and (82.5%) belong to the extreme level of psychological well-being. A positive correlation was found between job satisfaction and psychological well-being. The value of Pearson $r = 0.389$ which is significant at .01 level.

Keywords: reverse migrants, covid19, psychological well-being, job-satisfaction, start-up zone, west champaran, Bihar

Introduction

Migration is defined by National Statistical Office (NSO 2020-21) [2] as a process in which an individual residing at the present place of enumeration that is different from his/her usual place of residence. Bihar has one of the highest migrant rates in India due to underdevelopment and poverty (Kumar & Bhagat, 2012) [2]. People from Bihar migrate to other Indian states or even internationally for higher education and a better job perspective. It was a continuous process that breached when Covid19 pandemic hits the world as well as India also. Four-phased lockdown from 24th March to 31st May was used as a strategy to control the spread of Covid19. This affected the life and livelihood of many migrants as they had no alternative support to survive at their workplace. It leads to migrating back to their native place in a new situation “Reverse Migration” (Kaur & Subham 2021) [3].

Bihar received a huge number of such returnees with decade-long work experiences. West Champaran district also welcomes these return migrants and plans to employ these skilful workers in the area of their experience as these returnees are afraid to go back and want to livelihood here.

“Navpravartan” Start-up Zone was established in 2020 at Chanpatia, a suburban area of West Champaran as an innovative solution for these return migrants. 57 factories were started with help of district administration where this type of migrant can work. Most of the factories established in this start-up zone are related to the textile industry. Migrants from Surat, Ludhiana, Delhi even Dubai are doing different types of work like tailoring, embroidery, packaging etc (National Informatics Centre, West Champaran, (April 2023) [4]. This start-up zone provides the opportunity for these reverse migrants to be an entrepreneur (S. Singh, Jan 2023) [5].

Rationale of study

West Champaran district is the largest district of Bihar. During Unlock period started from 1st June 2020 to 30th November 2020 a huge no of migrants returned here after they lost their livelihood during Covid19 lockdown (National Informatics Centre, West Champaran, March 2023) [6]. These migrants found a job and opportunity to prove himself/herself in “Navpravartan” Start-up Zone. These reverse migrants have skills and a long experience in their field. Though they got a job, the questions arise whether this work only provides them livelihood or job satisfaction. What is the level of psychological well-being in such reverse migrants? Is there any relationship between job satisfaction and psychological well-being among such migrants?

The objectives of the current study are:

- Exploring the job satisfaction level of reverse migrant working in Start-up Zone, Chanpatia.
- Exploring the Psychological well-being of these reverse migrants.
- Finding a correlation between job satisfaction and psychological well-being in these reverse migrants.

Methodology

Sampling

The sample of participants was chosen through purposive non-randomized sampling for this study and a total of 63 reverse migrants were selected including males and females who are working in the “Navpravartan” start-up zone, Chanpatiya, West Champaran.

Inclusion criteria

1. Workers who have further work experience before joining this start-up zone.

- Only that worker was selected who at least migrated one time and returned as a reverse migrant.

Exclusion criteria

- Workers who didn't have any work experience before joining this start-up zone.
- Workers that never migrate to their native place.

Measures

Standardized measures were used for the survey. There were two types of questionnaires were used in this study.

1. Job satisfaction

Organizational Job Satisfaction Questionnaire (OJSQ-OH) [6] Hindi version has been used to measure selected participants' job satisfaction levels. This scale consists of 32 items and measures job satisfaction in 14 dimensions- salary, working condition, personal life, company's policy and practice, job security, supervision, work itself, job status, promotion, responsibility, ability utilisation, recognition, co-worker and achievement. This test is

standardized for office clerks and factory workers. The reliability of this questionnaire is .87. The test-retest reliability of this test is .87 and the consistency value is .90.

2. Psychological Well-Being Scale

For measuring the well-being of selected reverse migrants Psychological Well-Being Scale (PBWS-SDCP) [7] Hindi version was developed by D. S. Sisodia and Pooja Choudhary. This scale consists of 50 items and can be administered at 16-60 years of age. It measures psychological well-being in 5 dimensions- satisfaction, efficiency, sociability, mental health, and interpersonal relations.

Procedure

Selected participants were asked to fill out questionnaires related to job satisfaction and psychological well-being and return both questionnaires when they fill them properly after getting their consent.

Results

Data were analysed using SPSS and are shown below

Table 1

Score Obtained	Dimensions* of Job Satisfaction Scale																															
	1		2		3		4		5		6		7		8		9		10		11		12		13		14					
	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%		
0	6	9.5	0	0	6	9.5	19	30.2	3	4.8	0	0	0	0	0	0	4	6.3	0	0	13	20.6	0	0	1	1.6	36	57.1				
1	29	46.0	14	22.2	29	46.0	44	69.8	5	7.9	0	0	1	1.6	63	100	59	93.7	15	23.8	50	79.4	0	0	12	19.0	27	42.9				
2	28	44.5	49	77.8	28	44.5	X	X	29	46.0	1	1.6	4	6.3	X	X	X	X	48	76.2	X	X	32	50.8	50	79.4	X	X	X	X		
3	X	X	X	X	X	X	X	X	26	41.3	3	4.7	14	22.2	X	X	X	X	X	X	X	X	31	49.2	X	X	X	X	X	X		
4	X	X	X	X	X	X	X	X	X	X	9	14.3	22	34.9	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
5	X	X	X	X	X	X	X	X	X	X	25	39.7	22	34.9	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
6	X	X	X	X	X	X	X	X	X	X	25	39.7	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Total	63	100	63	100	63	100	63	100	63	100	63	100	63	100	63	100	63	100	63	100	63	100	63	100	63	100	63	100	63	100	63	100

*Dimensions of job satisfaction scale, 1-Salary, 2-Working Condition, 3-Personal Life, 4-Company's Policy and Practice, 5-Job Security, 6-Supervision, 7-Work Itself, 8-Job status, 9-Promotion, 10-Responsibility, 11-ability Utilization, 12-Recognition, 13-Co Worker, 14-Achievement. F- frequency, % - Percentage.

Table-1-Frequency distribution and percentage of participants in JSQ

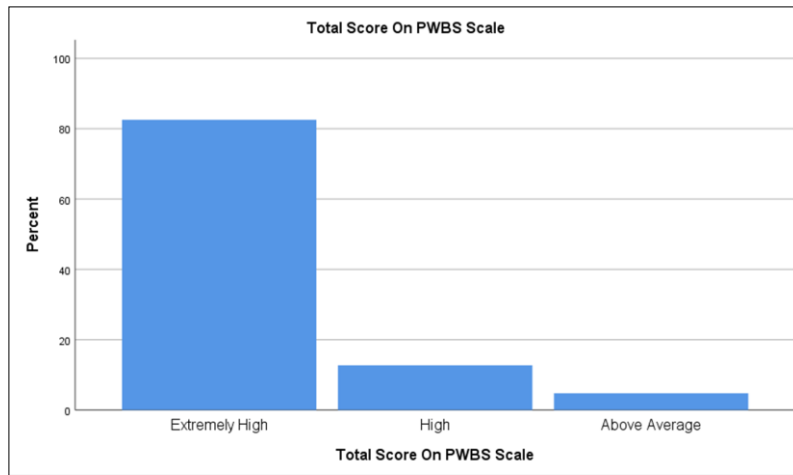
Table-1 shows the scores frequency and percentage of participants on 14 different dimensions of the job satisfaction questionnaire.

Table 2

Levels of Job satisfaction	Over all Job Satisfaction Scale	
	Frequency	Percentage
Very Highly Satisfied	45	71.4
Highly Satisfied	11	17.5
Moderately Satisfied	7	11.10
Moderately Dissatisfied	0	0
Highly Dissatisfied	0	0
Very Highly Dissatisfied	0	0
Total	63	100

Table-2-Level of job satisfaction of participants on JSQ
Table-2 represented the overall frequency and percentage of participants with different levels of job satisfaction. 71.4% of participants secure their position at very high level of job

satisfaction, 17.5% at high level and 11.10% scored at a moderate level of job satisfaction. The majority of the participants belonged to the very high level of job satisfaction.



Graph 1

Graph-1 The majority of the participants stand at very-high level of job satisfaction. Graph-1 represent the graphical presentation of the participant’s percentage of different level of job satisfaction.

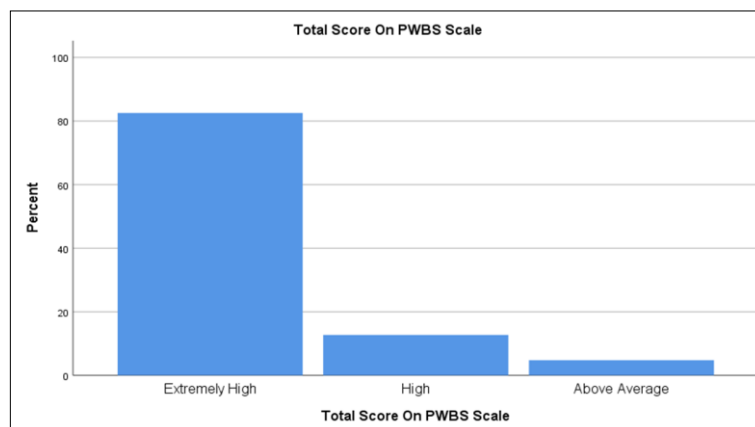
Table 3

Levels of Psychological Well-being	Dimensions of Psychological Well-Being Scale											
	Life Satisfaction		Efficiency		Sociability		Mental Health		Interpersonal relations		Total	
	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
Extremely high	2	3.2	5	7.9	3	4.8	2	3.2	2	3.2	52	82.5
High	33	52.4	38	60.3	19	60.3	33	52.4	41	65.1	8	12.7
Above average	21	33.3	18	28.6	30	28.6	23	36.4	19	30.2	3	4.8
Average	7	11.1	2	3.2	11	3.2	5	7.9	1	1.6	0	0
Below Average	0	0	0	0	0	0	0	0	0	0	0	0
Low	0	0	0	0	0	0	0	0	0	0	0	0
Extremely Low	0	0	0	0	0	0	0	0	0	0	0	0
Total	63	100	63	100	63	100	63	100	63	100	63	100

Table-3-Frequency distribution and percentage of participants on PWBS

Table-3 represents the participant’s frequency and percentage of different levels of psychological well-being on the different dimensions as well as the total score of PWBS. A total of 82.5% of participants scored an extremely high level of psychological well-being, 12.7% scored high and 4.8% scored above average level of psychological well-being. For dimensions-wise percentages the 1st dimension is Life Satisfaction where 3.2% scored an extremely high level of psychological well-being, 52.4% scored high, 33.3% scored above average and 11.1% scored the average level of psychological well-being. On Efficiency 7.9% scored

extremely high, 60.3% were high, 28.6% above average and 3.2% scored an average level of psychological well-being. In Sociability, 4.8% scored extremely high, 30.2% high, 47.6% above average and 17.5% scored the average level of psychological well-being. Mental Health had also the same feature with 3.2% on extremely high, 52.4% on high, 36.5% on above average and 7.9% of participants scored on the average level of psychological well-being. On the Interpersonal Relations dimension, 3.2% were secure their position at an extremely high level, 65.1% at a high level, 30.2% at above average level and only 1.6% at an average level of psychological well-being. None of the participants belonged to a level lower than the average level of this scale.



Graph 2

Graph-2

Graph-2 describe the participant’s percentage on different levels of psychological well-being. Most of the participants belonged to extremely high level of psychological well-being.

Table 4

	N	Mean	Std. Error	Std. Deviation
JSQ	63	25.62	.411	3.265
PWBS	63	207.75	2.046	16.236

Table-4 Descriptive Statistics

Table-4 shows the mean, standard error and standard deviation of Psychological Well-being Scale (PWBS) and Job Satisfaction Questionnaire (JSQ). For JSQ total no of participants is N-63, the mean is 25.62, the standard error is .411 and the standard deviation is 3.265.

For PWBS total no of participants is N-63, the mean value is 207.75, the standard error is 2.046 and the standard deviation is 16.236.

Table 5

		PWBS	JSQ
PWBS	Pearson Correlation	1	.398**
	Sig. (2-tailed)		.001
	N	63	63
JSQ	Pearson Correlation	.389	1
	Sig. (2-tailed)	.001	1
	N	63	63

**Correlation is significant at the 0.01 level (2-tailed)

Table-5 Correlation Table-5 describe the correlation between PWBS and JSQ. The Pearson correlation coefficient is .398 between these two variables which are positive and significant at 0.01 level.

Discussion

Extremely high levels of psychological well-being (82.5%) and very high level of job satisfaction (71.4%) were found in reverse migrants after data analysis. The correlation is also positively high with .389 Pearson correlation coefficient and significant at the .01 level. This result shows the reverse migrants working at “Nanparavartan” Start-up Zone, Chanpatiya, West Champaran district of Bihar are not only satisfied with their job but also it has a positive impact on their psychological well-being. This is a new set-up but it provides reverse migrants as well as local residents an opportunity to be entrepreneurs. Reverse migrants reported at the time of the survey the that there are some issues like a new set-up, a new market, new beginning here but with time we will grow and fulfil our dreams and it is always good to be with our own family, and society. We migrated for economic reasons but now we are getting job opportunities in our native place this is the best way to live.

Kumar *et al.* (2019) also found a medium level of confidence, a high level of planning orientation (81.0%) and high level of production orientation (69.0%) in the Agri-entrepreneurs of Bhagalpur district of Bihar. Pandey (2020) [9] reported that Covid19 induced lockdown worst affected low-income migrants, their wage was unpaid in the destination state. Reverse migrants working in start-up zone also faced the same issues and had to return for their livelihood. Khan and Arokkiaraj (2021) [10], stated several economic and social challenges during reverse migration. Some state governments such as Bihar, UP, Andhra Pradesh, and Rajasthan announced one-time cash benefits

and free rations through the Public Distribution System (PDS) (Anand and Thampi, 2020) [11]. Bihar Government and district administration of West Champaran planned to employ these reverse migrants after their skill mapping and provided loans from several banks in Prime Minister’s Employment Generation Programme (PMEGP) to make their livelihood near their native place (Singh, S., 2023) [5], National Informatics Centre, West Champaran (2023) [4]. This start-up zone restored reverse migrants’ life which had almost been destroyed during Covid19 induced lockdown and now they reported not only satisfied with their job but have a high level of psychological well-being.

Conclusion

Reverse Migrants working in “Navparavartan” Start-up Zone, show extremely high level of psychological well-being and very high level of job satisfaction.

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