

A study on Bidar Migrant's Satisfaction towards their Career & Work life balance at Bengaluru City

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Abstract— This study was done to know the Bidar Resident's (Bidar Origin's) opinion towards their Life at Bengaluru City". The opinion of Bidar employees toward the facilities provided by the companies and how the Health, Safety and Welfare measures taken by companies as well as their Career and Work life balance. This study is strictly done on Bidar graduates working at Bengaluru city.

Key words: Adjustment, Career growth and Work life balance, Health, Safety & welfare

I. INTRODUCTION

Though Being born and brought up at Karnataka, even then lot of differences found in habits, culture, food taste and languages at different places of Karnataka. Bidar is in North Karnataka and assumed as a Backward place. Whereas Bengaluru is totally opposite where it is an educational hub, Employment hub & capital city which is also named as Electronic city where many MNCs exists with people from all over India working there.

Due to rapid urbanization of the cities, in many countries, large numbers of persons have migrated from the rural areas to the cities in order to find employment and other Opportunities, and the consequences of this movement have been to rapidly swell the cities. At the same time, a whole range of community networks have developed among the migrants.

After LPG in 1991, resulted that since 2 decades the graduates (especially Software Engineers) found opportunity to work in Bengaluru. This study is done to know their experience & opinion towards career growth, their work life balance & settlement at Bengaluru.

This study reveals that a majority of respondents are satisfied with their job with lot of employment opportunity & handsome salary. They were well settled with their career growth opportunity with balanced work life. Most of them want to stay/settle at Bengaluru even after their employment retirement.

II. OBJECTIVES OF THE STUDY

- To know the Migrant's settlement, their Career & Work life balance at Bengaluru.
- To know their level of satisfaction towards work environment & opinion towards Life at Bengaluru City as compared to Bidar.
- To know how the changing place impact their personal life as well as their performance at work place.
- To study their mental status, their adjustment at new working environment, new staff, culture & whether faced any problem to set their family & the behaviour of his/her family members at new place.

- Getting Responses towards the job, roles and responsibilities as well as workload assigned in the company.

III. SCOPE OF THE STUDY

- The study has been conducted on Bidar residents working at Bengaluru. It helps to know their Settlement, Career growth and Work life balance with Personal life.
- The study knows the number of years they are working & their adjustment with the change in food, their health, safety & children education.
- The study helps to know whether these employees feel secured in various aspects.
- The study helps in knowing if any discrimination or favouritism found in the organization/s they worked.
- Helps in finding the Motivating factors for Bidarians to work at Bengaluru & finding their opinion towards their job, company & Bengaluru city.

IV. METHODOLOGY ADOPTED

This study makes survey of "Bidar Resident's (Bidar Origin's) satisfaction level and opinion towards their work life, Career Growth & Work Life Balance at Bengaluru City. Under this design, attention has been given on the following aspects:

In a view to precede the research in a systematic way the following research methodology has been used. Descriptive method is used for research design, Research approach was by survey method, Contact method was personal, The Sample size 200 respondents, and the Sample units were the Employees. Both primary and secondary data collection was made. Primary data is collected by structured survey. Secondary data is collected from different published sources like report, research papers, websites etc.

V. LITERATURE REVIEW

Ned Levine in his study on "Old Culture-New Culture: A Study of Migrants in Ankara, Turkey" explains that this is a study of rural-to-urban migrants in Ankara, Turkey, the relationship between maintaining village contacts after settling in the city and evidence of urban acculturation. Taking two aspects of urban acculturation, urban participation and belief-attitude changes, it was found that maintaining contacts with the villages promotes, rather than inhibits urban adaptation. The results were interpreted as supporting a contact-facilitation model of acculturation and the implications of this model for the social organization of Ankara and other newly urbanized cities was indicated. It was argued that the informal networks which migrants maintain with their villages serve as a support system for

themselves and as an informal welfare system for newly arriving migrants.

Guida Man in Women's studies International Forum explains that the Chinese have constituted the largest immigrant group entering Canada since 1987. This paper focuses on the paid work experience of Chinese immigrant women from Hong Kong and Mainland China who were highly educated, skilled professionals in their home country. It demonstrates that these immigrant women are being deskilled in Canada and this deskilling is complicated by the contradictory processes of globalization and economic restructuring, with its polarizing effects along axis of gender, race, ethnicity, class and citizenship. Gendered and racialized institutional processes in the form of state policies and practices, professional accreditation systems, employers' requirement for "Canadian experience" and labor market conditions marginalize Chinese immigrant women. As a result, they are being channeled into menial, part-time, insecure positions or becoming unemployed. In order for Chinese immigrant women to become equal and active participants in Canadian society the provision of inclusive programs and policies is necessary.

VI. THEORETICAL BACKGROUND

- Resident: A person who lives somewhere permanently or on a long-term basis or living somewhere on a long-term basis & maintain domicile (residency) in a given place.
- **Career:** An occupation undertaken for a significant period of a person's life and with opportunities for progress. Or it is a [person's](#) "course or progress through life (or a distinct portion of life, learning and work.)".
- A **career** is an individual's journey through learning, work and other aspects of life.
- **work-life balance:** The division of one's time and focus between working and family or leisure activities.
- **Work-life balance** is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). This is related to the idea of lifestyle choice.
- It is the division of one's time and focus between working and family or leisure activities.
- **Migrant:** A person who moves from one place to another in order to find work or better living conditions.

A migrant is an active party in migration, including:

Economic migrant: someone who emigrates from one region to another to seek an improvement in living standards

Emigration: leaving one's resident place with the intent to settle elsewhere

Immigration: movement into a country with the intent to settle

Internal migration: within one geopolitical entity, usually a nation-state

Migrant worker: one who migrates, possibly to another country, for work

A. Employee Welfare

Employee welfare means "The efforts to make life worth living for workmen"

1) Definition:

"Employee welfare is a comprehensive term including various service, facilities and amenities provided to employees for their betterment".

According to the labour investigation committee (1946), employee welfare means "anything done for intellectual physical, moral and economic betterment of workers, whether by employers by government or by other agencies, over and above what is laid on by lock or what is normally expected on the part of the contracted benefits for which workers may have been gained".

2) Meaning of worker;

The factories act, 1948, under its section 2 (1) defines worker to mean a person employed, directly or through any agency including a contractor with or without the knowledge of the principal.

VII. ANALYSIS AND INTERPRETATION

Particulars	No. of respondents	Percentage
1-3	16	8%
4-5	48	24%
6-10	112	56%
Above 10	24	12%
Total	200	100%

Table 1: The number of years respondent working in Bengaluru?

Source: : Primary Data

Table no. 1 presents that 56% of respondents are working at Bengaluru from 6 to 10 years, 24% of respondents 4 to 5 years. Hence, it shows that most of the respondents working more than 5 but less than 10 years in Bengaluru.

Respondent's satisfaction towards the job, roles and responsibilities as well as workload assigned in company as well as Health, Safety and Welfare measures taken by companies.

Particulars	No. of Respondents	percentage
Highly satisfied	24	12%
Satisfied	120	60%
Neutral	40	20%
Dissatisfied	16	8%
Total	200	100%

Table 2:

Source: Primary Data

The responses are collected regarding the satisfaction level of the employees. From the above table it is found that 12% of respondents are highly satisfied, 60% of respondents are satisfied, 20% of respondents are neutral and 8% of respondents dissatisfied. It is clear that many employees are satisfied with their job, roles and responsibilities as well as workload assigned in company as well as Health, Safety and Welfare measures taken by companies.

If respondent found any favouritism or discrimination practices among staff members at work place.

Particulars	No. of respondents	Percentage
Always	28	14%
Often	116	58%
Very Rare	48	24%

never	8	4%
Total	200	100%

Table 3:

Source: : Primary Data

From the above table it is found that 58% of respondents found favouritism/discrimination practiced often at work place, 24% found it rare, 14% says its always found & seems common. It is clear that in the companies the Discrimination is commonly found.

The Respondent faced problem while setting his/her family at Bengaluru.

Particulars	No. of respondents	Percentage
Yes	108	54%
No	92	46%
Total	200	100%

Table 4:

Source: : Primary Data

From the above table it is found that 54% of respondents faced problem while setting his/her family at Bengaluru, but 56% never. Hence, it is clear that average no. of respondents faced problem while setting his/her family at Bengaluru.

No. of companies the respondent changed till now at Bengaluru.

Particulars	No. of respondents	Percentage
Never	16	8%
1-4	112	56%
4-10	48	24%
10 and above	24	12%
Total	200	100%

Table 5:

Source: : Primary Data

From the above table it is found that 56% of respondents changed up to 4 companies till now at Bengaluru, 24% more than 4, 12% of them above 10 companies and only 8% of respondents never. From the above data it is clear that many employees changed the companies.

How often respondent visit Bidar (Native Place)?

Particulars	No. of respondents	Percentage
On an average of once in a month	40	20%
Occasionally	80	40%
sometimes	60	30%
Rare	20	10%
Total	200	100%

Table 6:

Source: : Primary Data

From the above table it is found that 40% of respondents visit native place (Bidar) Occasionally, 30% visit sometimes, 20% once in month and 10% rarely. And it makes clear that many employees visit Bidar occasionally.

Respondent's adjustment with Food, Staff members & work environment.

Particulars	No. of respondents	Percentage
Adjusted Fast	20	10%

Slowly adjusted	120	60%
Never adjusted	12	6%
Cant say	48	24%
Total	200	100%

Table 7:

Source: : Primary Data

From the above table it is found that 60% of respondents slowly adjusted with Food, Staff members & work environment, 20% adjusted fast, 6% still not adjusted and 24% don't have answer. Hence it is found that many employees adjusted with Food, Staff members & work environment.

Respondent having any of the following people working/settled in Bengaluru

Particulars	No. of respondents	Percentage
Other family members	16	8%
Relatives	112	56%
Friends	48	24%
None	18	09%
Don't know	06	03%
Total	200	100%

Table 8:

Source: : Primary Data

The above table presents that 56% of respondents relatives staying/working at Bengaluru, 24% of respondents having friends, 8% respondent's other family members are at Bengaluru. Hence, it shows that most of the respondents relatives staying/working at Bengaluru.

The worst thing the respondent experienced in bengaluru.

Particulars	No. of respondents	Percentage
Traffic	68	34%
Loneliness	28	14%
Long Working Hours per day	16	08%
Competition	20	10%
Insecurity	64	32
Others	04	02
Total	200	100%

Table 9:

Source: : Primary Data

From the above table it is found that 34% of respondents are frustrated with traffic at Bengaluru City, 32% with Insecurity, 14% of respondents felt loneliness, 10% due to high competition level & 8% for long working hours in a day. So most of the employees got frustrated by high traffic & insecurity at Bengaluru city.

The Most motivating factor for the respondent to work at Bengaluru as compared to Bidar.

Particulars	No. of respondents	Percentage
Employment opportunity	84	42%
High Salary	84	42%
Proper Utilization of Degree	12	06%
Settle at Bengaluru (Metro city)	12	06%

Other reason	08	04
Total	200	100%

Table 10:

Source: : Primary Data

From the above table it is found that 84% of respondents came to work at Bengaluru because of High salary & more employment opportunity there, 12% of respondents to make use of their degree as well as settle there. So most of the employees found high employment opportunity along with handsome salary at Bengaluru city.

Satisfaction level towards their worklife, career growth & Work life Balance at Bengaluru.

Particulars	No. of respondents	Percentage
Highly satisfied	28	14%
Satisfied	112	56%
Neutral	24	12%
Dissatisfied	36	18%
Total	200	100%

Table 12:

Source: : Primary Data

From the above table it is found that 14% of respondents are highly satisfied, 56% of respondents are satisfied, 12% of respondents are neutral and 18% of respondents dissatisfied. So most of the employees are satisfied with their Life got settled, career growth & Work life Balance at Bengaluru.

Respondent's opinion to stay/settle at Bengaluru after their retirement from work (Employment completion).

Particulars	No. of respondents	Percentage
Yes (Settle at Bengaluru)	136	68%
No (Return to Bidar)	64	32%
Total	200	100%

Table 13:

Source: : Primary Data

From the above table it is found that 68% of respondents are ready stay/settle at Bengaluru after their retirement from work (Employment completion), whereas 32% of respondents wants to return their native place. It is clear that many respondents want to stay/settle at Bengaluru after their retirement from work (Employment completion).

VIII. CONCLUSION OF THE STUDY

It can be concluded from this study it is acquired that the respondents that the employment opportunity & handsome salary was main attraction to go and work at Bengaluru. They are satisfied with their job at companies but found favoritism as common. They changed some companies due to some reason. Some of them were adjusted with new food, staff members and new environment but found difficult while shifting their family at Bengaluru. As per their opinion they were fed up with high traffic and feel of insecurity. But as they were well settled with their career, growth opportunity with balanced work life, most of them want to stay/settle at Bengaluru even after their employment retirement.

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