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## **DETERMINANTS OF LIFE SATISFACTION TOWARDS MIGRATION EMPLOYEES WITH SPECIAL REFERENCE TO CHENNAI CITY**

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### *Abstract*

*The term migrated refers to a person who moves from one nation or state to another. Numerous causes, including socio political, economic, and ecological ones, contribute to migration. Migrated employees have an important place in the employment market and contribute much to the economic development of the state by providing employee force to various economic activities, which otherwise will be impossible due to scarcity of employees. This is an empirical study with a survey methodology at its core. The main source of information was the youth enrolled in migration employees in Chennai City. This study's sample size is limited to 463 respondents. The life satisfaction of migration is similar to the contemporary advocacy for the inclusion of life satisfaction and self-reported well-being in government programmes for monitoring objective social and economic success. In this view that, the researcher analysed that Determinants of Life Satisfaction towards Migration Employees - With Special Reference to Chennai City.*

**Keywords:** *Life satisfaction, Migration, Socio- economic and Migration Employees.*

### **Introduction**

The term migrated refers to a person who moves from one nation or state to another. Numerous causes, including socio political, economic, and ecological ones, contribute to migration. The rate of temporary migration tends to rise in correlation with economic disparities across different geographic locations. It is common to witness laborers from many locations working hard at challenging tasks throughout Chennai City. Due to its highest salary rates among Indian states, it is a major supplier of manual labourers for the state, which is severely short-staffed in the area of group unemployment. The state economy and the job market in Tamil Nadu are thought to be ludicrous due to the severe lack of manual labourers and the high wage rate in the centre of group unemployment. When workers migrate for

economic reasons, their migration patterns change, they acquire new skills and become more flexible, and their incomes rise. All of these factors contribute to the development of humankind as well as to the migrated person's and at least his dependents' standard of living. The current study examines the employment and income trends of migrant labourers in Chennai City.

### **Review of Literature**

*Rojanaworarit, C., & El Bouzaidi, S. (2021)* have made empirical attempt to examine the role public health services for international migrant workers during the COVID-19 pandemic and provides a policy brief for improvement of the public health system. The researcher adopted the deficiencies in public health services based on the framework of the 10 Essential Public Health Services and the EPHS framework was

also applied to develop policy options and recommendations in the subsequent policy brief. The result indicates that the policy brief provides policymakers with evidence-based recommendations for improving public health services for international migrant workers during the COVID-19 pandemic and beyond.

*Yang, B., & Qu, D. Z. (2020)* made an interesting study to understand the rapid urbanization of China brings in large number of migrant workers coming from rural areas and local residents should be discussed in the future as more migrant workers intend to stay in cities for long-term. The researchers explore the first category of literature is the research field on China's migration and urbanization to describe the whole context of migrant workers. The result indicates that there are still many disadvantaged and marginalized sub-groups in migration who are suffering from less welfares and rights in urban lives.

*Arisman, A., & Jaya, R. K. (2020)* conducted a study among Labour migration in Asean, Indonesian migrant workers in Johor Bahru on on managing the international labour migration between the two countries. The researchers adopted mixed methods data collection is done by distributing questionnaires to migrant workers in the receiving states and used in-depth interview to 10 stakeholders in the sending states. The result indicates that Indonesian migrant workers in Johor mostly have their documents kept by their employer. Fisheries sector has the highest percentage of workers whose documents are retained by the employer. The researcher suggested that the working conditions of Indonesian migrant workers in Malaysia still need improvements in several areas.

*Wei, W., & Gao, W. (2018)* conducted an empirical study to examine the rural to urban migrant workers who are from the same place of origin tend to concentrate in the same workplace. The researchers adopted empirical research design and survey method to gather responses from enclave workers and non-enclave workers with respect to sense of deprivation and willingness-to-participate by using a propensity score matching method. The result reveals that employers can reduce labour conflicts by using NPE to mitigate migrant workers' sense of deprivation and by lowering the risk of their collective actions. In

this way, NPE may contribute to the upkeep of workplace order and even social order.

*Baljit kaur (2015)* made an interesting study to migration of the large cities take in place all the corner of the country with different social and background. The human migration changed to other place permanently or temporarily for considerable duration as in case of seasonal employee. The researchers explore the migration most important factor that brings intensive change in society basically their roles in society are judged only in economic terms but some people, migration becoming a major problem and even a case of economic, social political conflict. The result indicates that migration employees so many problems in his living condition and this problem pull him from native place and migrate to other place where he gets good employment and income opportunity. The researcher finding that there basic summary of this phenomenon makes clear that in spite of the enormous contribution of migration to them still stay behind sparse.

#### **Statement of the Problem**

Migrated employees have an important place in the employment market and contribute much to the economic development of the state by providing employee force to various economic activities, which otherwise will be impossible due to scarcity of employees. Even though they are an important source of employment they have little recognition and consideration in the national and also, they are neglecting by the academic community in studying their situations and contributions. Migrated is a major factor that brings severe changes in society. Generally, migration is considered as a natural phenomenon and migrated are often recognized as such people who amongst the most dynamic and entrepreneurial members of society. Thus, their present a wide gap in the world of literature; and the current study is a challenge to fill the gap and to provide a comprehensive idea about their socio-economic profiles, working and living conditions, personal income and employment patterns, economic impact of migrated and impact of their presence upon the employment market of Chennai City.

#### **Objective of the Study**

1. To identify the personal profile of the migration employees in Chennai City.

- To examine the underlying dimensions of migration employees (ME) Variables
- To analyse the influence between Financial Factor (FF) and other factors Social Factor (SF), Behaviour Factor (BF), Security Factor (SEF) and Performance Factor (PF).

**Research Methodology**

This is an empirical study with a survey methodology at its core. The main source of information was the youth enrolled

in migration employees in Chennai City. This study's sample size is limited to 463 respondents, and the convenient sampling method was employed by the researcher. A variety of sources, including books, journals, magazines, periodicals, and websites, were used to gather secondary data. The techniques and instruments used are factor analysis, regression analysis, test of normality, percentage analysis, and descriptive statistics.

**Results and Discussion**

**Personal Profile of Migration Employees (ME)**

Demographic Profile (N = 463)	Description	Frequency	Percentage
<b>Gender</b>	Male	309	66.7
	Female	154	33.3
<b>Age</b>	Below 25 Yrs	136	29.4
	26 Yrs - 35 Yrs	202	43.6
	36 Yrs - 45 Yrs	84	18.1
	Above 45 Yrs	41	8.9
<b>Marital Status</b>	Unmarried	354	76.5
	Married	109	23.5
<b>Educational Qualification</b>	Illiterate	137	29.6
	Up to school education	78	16.8
	UG	154	33.3
	PG	48	10.4
	Others	46	9.9
<b>Nature of Work</b>	Skilled Work	227	49.0
	Unskilled	138	29.8
	Semi- Skilled	98	21.2
<b>Monthly Family Income: (Rupees)</b>	Upto 15,000	112	24.2
	Between 15,001 - 30,000	164	35.4
	Between 30,001 - 60,000	89	19.2
	Above 60,000	98	21.2
<b>Employment status</b>	Construction	156	33.7
	Hotel	128	27.6
	Apparel Industry	134	28.9
	Other Work	45	9.7

Table indicates that majority of the respondents are male (66.7%),majority of the respondents are 26 Yrs - 35 Yrs (43.6%)majority of the respondents are unmarried (76.5%), majority of the

respondents are under graduate (33.3%), majority of the respondents are skilled work (49.0%), majority of the respondents are between 15,001 - 30,000 (35.4%) and majority of the respondents are construction (33.7%).

**Exploratory Factor Analysis of Migration Employees (ME)**

Items	Mean	SD	Communalities	Variance (Eigen Value)	Loadings	Cronbach's Alpha
<b>FINANCIAL FACTOR (FF)</b>						
ME (16)	4.170	0.914	0.668	12.986 (2.987)	0.736	0.836
ME (14)	4.170	0.868	0.643		0.698	
ME (17)	4.090	0.911	0.671		0.681	
ME (15)	4.110	0.964	0.569		0.639	
ME (18)	4.120	0.890	0.533		0.575	

ME (13)	4.320	0.846	0.551		0.457	
<b>SOCIAL FACTOR (SF)</b>						
ME (22)	4.110	0.862	0.700	12.771 (2.937)	0.764	0.796
ME (21)	4.140	0.870	0.634		0.736	
ME (20)	4.120	0.835	0.561		0.667	
ME (19)	4.110	0.854	0.516		0.590	
ME (23)	4.190	0.875	0.427		0.545	
<b>BEHAVIOUR FACTOR (BF)</b>						
ME (04)	4.060	0.857	0.594	11.775 (2.708)	0.744	0.736
ME (05)	4.060	0.847	0.542		0.683	
ME (03)	4.160	0.834	0.501		0.634	
ME (02)	4.230	0.846	0.455		0.570	
ME (01)	4.270	0.802	0.400		0.538	
<b>SECURITY FACTOR (SEF)</b>						
ME (09)	4.280	0.783	0.663	11.584 (2.664)	0.725	0.771
ME (07)	4.200	0.848	0.556		0.653	
ME (08)	4.110	0.896	0.458		0.621	
ME (10)	4.270	0.868	0.541		0.584	
ME (06)	4.230	0.875	0.466		0.510	
<b>PERFORMANCE FACTOR (PF)</b>						
ME (11)	4.280	0.845	0.760	8.068 (1.856)	0.828	0.759
ME (12)	4.100	0.796	0.750		0.811	
Total Variance = 57.185% and Cronbach's Alpha = 0.910 for 23 itmes						
KMO and Bartlett's Test: Kaiser-Meyer-Olkin Measure of Sampling Adequacy. = 0.907						
(Bartlett's Test of Sphericity Approx. Chi-Square = 3958.926; df = 253; Sig. = 0.000)						

Table reveals that Kaiser-Meyer-Olkin Measure of Sampling Adequacy is 0.907, Bartlett's Test of Sphericity with approximate chi square value 3958.926, df = 253 and p = 0.000 are statistically significant at 5 percent level. Therefore, appropriate for exploratory factor analysis and that the 23 items have exhibited the communalities variances from 0.400 to 0.760. In addition, the 23 variables are reduced into 5 predominated groups. It is found that the variable revelations the total variance 57.185%.

High Mean value of life satisfaction among migration employees. The standard deviation values are very low. ME (16)Mean=(4.170), SD=(0.914). followed by ME (14)Mean=(4.170), SD=(0.868);ME (17)Mean=(4.090), SD=(0.911);ME (15)Mean=(4.110), SD=(0.964);ME (18)Mean=(4.120), SD=(0.890);ME (13)Mean=(4.320), SD=(0.846);ME (22)Mean=(4.110), SD=(0.862);ME (21)Mean=(4.140), SD=(0.870);ME (20)Mean=(4.120), SD=(0.835);ME (19)Mean=(4.110), SD=(0.854);ME (23)Mean=(4.190), SD=(0.875);ME (04)Mean=(4.060), SD=(0.857);ME (05)Mean=(4.060), SD=(0.847);ME (03)Mean=(4.160), SD=(0.834);ME

(02)Mean=(4.230), SD=(0.846);ME (01)Mean=(4.270), SD=(0.802);ME (09)Mean=(4.280), SD=(0.783);ME (07)Mean=(4.200), SD=(0.848);ME (08)Mean=(4.110), SD=(0.896);ME (10)Mean=(4.270), SD=(0.868);ME (06)Mean=(4.230), SD=(0.875);ME (11)Mean=(4.280), SD=(0.845) and ME (12)Mean=(4.100), SD=(0.796).

The most dominant factor is factor 1 with the described variance of 12.986with Eigen value of 2.987and it has six variables associated to the migration employees such items are “ME (16), ME (14), ME (17), ME (15), ME (18) and ME (13).” It has been labelled as “FINANCIAL FACTOR (FF)”.

Followed by factor is factor 2 with the described variance of 12.771with Eigen value of 2.937and it has five variables associated to the migration employees such items are “ME (22), ME (21), ME (20), ME (19) and ME (23).” It has been labelled as “SOCIAL FACTOR (SF)”.

Followed by factor is factor 3 with the described variance of 11.775with Eigen value of 2.708and it has five variables associated to the migration employees such items are “ME (04), ME (05), ME (03), ME (02) and ME

(01).” It has been labelled as “**BEHAVIOUR FACTOR (BF)**”.

Followed by factor is factor 4 with the described variance of 11.584with Eigen value of 2.664and it has five variables associated to the migration employees such items are “**ME (09), ME (07), ME (08), ME (10) and ME**

(06).” It has been labelled as “**SECURITY FACTOR (SEF)**”.

Followed by factor is factor 5 with the described variance of 8.068with Eigen value of 1.856and it has two variables associated to the migration employees such items are “**ME (11) and ME (12).**” It has been labelled as “**PERFORMANCE FACTOR (PF)**”.

*Descriptives and Tests of Normality of Migration Employees (ME)*

MW	Mean	SD	Variance	Skewness	Kurtosis	Kolmogorov-Smirnova		Shapiro-Wilk	
						Statistic (df = 463)	Sig.	Statistic (df = 463)	Sig.
<b>FF</b>	24.982	4.002	16.017	-0.920	0.873	0.111	0.000	0.928	0.000
<b>SF</b>	20.676	3.188	10.168	-0.657	0.319	0.127	0.000	0.944	0.000
<b>BF</b>	20.775	2.921	8.534	-0.718	1.045	0.108	0.000	0.948	0.000
<b>SEF</b>	21.084	3.087	9.532	-0.675	0.089	0.117	0.000	0.933	0.000
<b>PF</b>	8.386	1.474	2.173	-1.074	1.609	0.196	0.000	0.869	0.000

Lilliefors Significance Correction

Higher mean values and lower standard deviation values in Table 4, as presented in stronger descriptive statistics, indicate that the data are regularly distributed across the migrating employees in the research area. The normalcy of the data and their suitability for higher-order multivariate

analysis are established using the Kolmogorov-Smirnova and Shapiro-Wilk normality tests. You can utilise the migration employees' parameters—Mean, Standard Deviation, Variance, Skewness, and Kurtosis—to ascertain their dependability and normal distribution.

*Regression Analysis of Migration Employees (ME)*

Dependent Variable	Significant Predictors	Mean (SD)	F-Value	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	β (t-Value)	Sig.
<b>FF</b>		24.982 (4.002)	120.753	0.716	0.513	0.509		
	<b>SF</b>	20.676 (3.188)					0.422 (10.547)	<b>0.000*</b>
	<b>BF</b>	20.775 (2.921)					0.115 (2.732)	<b>0.007</b>
	<b>SEF</b>	21.084 (3.087)					0.213 (4.820)	<b>0.000*</b>
	<b>PF</b>	8.386 (1.474)					0.159 (4.353)	<b>0.000*</b>

P Value of >0.05\* - (F2, F3, F4 and F5 all Factor significantly influencing the F1)

Notes: \*Significant @ 5% Level.

Table above displayed in are R Square = 0.513, R Square Adjusted = 0.509, and R = 0.716. This suggests that the independent variables, Social Factor (SF), Behaviour Factor (BF), Security Factor (SEF), and Performance Factor (PF), have an impact on the dependent factor, Financial Factor (FF), of migrant employees' views towards life satisfaction. F = 120.753 and P = 0.000 are statistically significant at the 5% level, according to the preceding table. Thus, it may

be argued that an exploratory analysis of the Financial Factor (FF) of migratory employees is supported by sufficient information on independent variables. The presence of individual impact over the dependent components is suggested by a good regression fit. As per the tabular data, there is statistical significance at the 5% level for the Coefficients of SF (t = 10.547, β = 0.422, p = 0.000), BF (t = 2.732, β = 0.115, p = 0.007), SEF (t = 4.820, β = 0.213, p = 0.000), and PF



( $t = 4.353$ ,  $\beta = 0.159$ ,  $p = 0.000$ ). Thus, it can be concluded that an employee's Social Factor (SF), Behaviour Factor (BF), Security Factor (SEF), and Performance Factor (PF) all have an impact on their Financial Factor (FF), which in turn affects their level of life satisfaction.

### Implications of the Study

The outcome of the study will be on the following lines,

1. The outcome of this study can be used by the regulatory authorities to develop proper legal framework that could effectively control migration employees in Chennai City.
2. Creating awareness of migration employees to effectively regulate income, expenditure and savings in Chennai City.
3. To explore solutions to the problems faced by migration employees due to increase in mobility rate and internal migration in Chennai City.
4. Suggesting measures for regulating employment to increase socio - economic conditions and standard of living of the migration employees in Chennai City.
5. Contributing for the betterment of society through effective publishing of research papers to eliminate constraints and problems prevailing in society.
6. Make available of Copies of the report to the authorities for undertaking necessary corrective actions for paving way to regulated employment and economic development.

### Conclusion

According to the study findings that individual-level factors like age, education, population group, income, and employment can all provide policymakers, practitioners, and researchers useful information when forming policies that will support people equally and fairly regardless of gender and take into account the complex relationships between the determinants of life satisfaction that this study has established. The life satisfaction of migration is similar to the contemporary advocacy for the inclusion of life satisfaction and self-reported well-being in government programmes for monitoring objective social and economic success. Many nations and international migration agencies have made the required actions to place a high priority on life happiness in their development strategies as a result of the study's conclusions.

The roadmap for building a better and more sustainable future for everyone, including migrants, is found in the Sustainable Development Goals.

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