CHAPTER FIVE

DISCUSSION

This chapter is related to the discussion of the findings of the present study in the light of the hypotheses already formulated. It may be mentioned here that 14 hypotheses were formulated on the basis of the review of literatures and in the light of the objectives of the present study stated earlier. The findings of the present study will be discussed in accordance with each hypothesis.

**Hypothesis: (Ho)-1:** There is no difference between the age, education, experience, and income of the employees of garment sector and the employees of any other industrial sectors of Bangladesh.

The results in table-3 show that average age, education, and experience of the garment employees’ were lower as compared to any other industrial employees of Bangladesh. So, our null hypothesis is rejected for the entire variable excepting income. Therefore it can be concluded that the age, experience, and levels of education of the garments employees are lower than that of the averages of other industries. The studies of Hoque and Hossain, 1992\(^1\); Rahman and Islam, 1998\(^2\); Rahman and Miah, 1998\(^3\); Hoque, 1996\(^4\); Hoque, 1998\(^5\); Hossain, 1995\(^6\); Hossain, 1998\(^7\); and Hoque and Rahman, 1999\(^8\); also suggest the same type of findings.

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\(^1\) Hoque, K. B. and Hossain, M. M., (1992), op. cit., 112.
\(^4\) Hoque, M. E., (1996), op. cit., 70.
\(^8\) Hoque, M. E. and Rahman, M. A., (1999), op. cit., 177.
Several studies have been conducted in relation to socio-economic background of garment employees of Bangladesh (e.g. Alam, 1986\textsuperscript{9}; Jahan, 1989\textsuperscript{10}; Bangladesh Unnayn Parishad, 1990\textsuperscript{11}; Majumder and Zohir, 1991\textsuperscript{12}; Hossain and Rahman, 1991\textsuperscript{13}; Rahman, 1994\textsuperscript{14}; Hossain and Rahman, 1995\textsuperscript{15}; Hossain, 1995\textsuperscript{16}; Ali, 1995\textsuperscript{17}; Zohir and Majumder, 1996\textsuperscript{18}; Sarker, 1997\textsuperscript{19}; Majumder and Begum, 1997\textsuperscript{20}; Majumder, 1998\textsuperscript{21}; and Hossain and Barar, 1998\textsuperscript{22}) and found more or less similar findings of the present study.

The present study showed that garment employees were younger in age i.e. mean age was 24.45 years. But the mean age of any other industrial employees of Bangladesh was not less than to 32 years (e.g. Hoque and Hossain, 1992\textsuperscript{23}; Rahman and Banu, 1994\textsuperscript{24}; Hoque, 1996\textsuperscript{25} and Hoque, 1998\textsuperscript{26}; Hossain, 1995\textsuperscript{27} and Hossain, 1998\textsuperscript{28}; Rahman and Islam, 1998\textsuperscript{29}; Rahman and Miah, 1998\textsuperscript{30}; and Hoque and Rahman, 1999\textsuperscript{31}). The findings of the present study were in line with the findings of the earlier studies in garment industries.

The results also revealed that levels of education of garment employees were comparatively low. About 12.3% of the workers were fully illiterate. The average years of

\textsuperscript{9} Alam, S. M. Ikhtiar, (1986), op. cit., 78-84.
\textsuperscript{11} Bangladesh Unnayn Parishad, (1990), op. cit., 44.
\textsuperscript{12} Majumder, Pratima Paul and Zohir, Salma Chaudhuri, (1991), op. cit., 29.
\textsuperscript{19} Sarker, Md. Maksudur Rahman, (1997), op. cit., 156-158.
\textsuperscript{20} Majumder, Pratima Paul and Begum, Sharifa, (1997), op. cit., 25-41.
\textsuperscript{21} Majumder, Pratima Paul, (1998), op. cit., 89.
\textsuperscript{22} Hossain, Nazmul and Barar, Jagjit S., (1988), op. cit., 399.
\textsuperscript{23} Hoque, K. B. and Hossain, M. M., (1992), op. cit., 112.
\textsuperscript{26} Hoque, M. E., (1998), op. cit., 3.
\textsuperscript{28} Hossain, M. M., (1998), op. cit., 228.
schooling of the respondents was 6.66 (supervisors 9.44, workers 5.31, male 7.75, and female 5.27 years). But the average year of schooling of the employees in other industries of Bangladesh was higher than that of the employees of garment industry (e.g. Hoque and Hossain, 1992\textsuperscript{32}; Rahman and Banu, 1994\textsuperscript{33}; Hossain, 1995\textsuperscript{34} and Hossain, 1998\textsuperscript{35}; Hoque, 1996\textsuperscript{36} and Hoque, 1998\textsuperscript{37}; Rahman and Islam, 1998\textsuperscript{38}; Rahman and Miah, 1998\textsuperscript{39}; and Hoque and Rahman, 1999\textsuperscript{40}).

The study suggests that average experience of the respondents was 6.63 years (supervisors 6.16, workers 6.85, male 7.26, and female 6.12 years). But the average experience of any other employees of Bangladesh was higher than that of the garment employees (e.g. Hoque and Hossain, 1992\textsuperscript{41}; Rahman and Banu, 1994\textsuperscript{42}; Hoque, 1996\textsuperscript{43}; Hossain, 1995\textsuperscript{44} and Hossain, 1998\textsuperscript{45}; Rahman and Islam, 1998\textsuperscript{46}; Rahman and Miah, 1998\textsuperscript{47}; Hoque, 1998\textsuperscript{48}; and Hoque and Rahman, 1999\textsuperscript{49}). It is well known that the garment industries of Bangladesh started export trade during 1972-73. For the delay of starting establishment of this sector, experience of the garment employees is shorter as compared to other industrial employees of Bangladesh.

The results (see table-3) reveals that average income of the respondents was TK. 3287.00 (supervisors TK. 3392.54, workers TK. 3236.02, male TK. 3993.11, and female TK.

\textsuperscript{32} Hoque, K. B. and Hossain, M. M., (1992), op. cit., 112.
\textsuperscript{34} Hossain, M. M., (1995), op. cit., 74-119.
\textsuperscript{35} Hossain, M. M., (1998), op. cit., 228.
\textsuperscript{37} Hoque, M. E., (1998), op. cit., 3.
\textsuperscript{40} Hoque, M. E., and Rahman, M. A., (1999), op. cit., 3.
\textsuperscript{41} Hoque, K. B. and Hossain, M. M., (1992), op. cit., 112.
\textsuperscript{43} Hoque, M. E., (1996), op. cit., 90-136.
\textsuperscript{44} Hoque, K. B. and Hossain, M. M., (1992), op. cit., 112.
2388.31. But the average income of the any other employees of Bangladesh was lower than that of the garment employees (e.g. Hoque and Hossain, 1992\textsuperscript{50}; Hoque, 1996\textsuperscript{51} and Hoque, 1998\textsuperscript{52}; Hossain, 1995\textsuperscript{53}; Hossain, 1998\textsuperscript{54}; Rahman and Islam, 1998\textsuperscript{55}; Rahman and Miah, 1998\textsuperscript{56}; and Hoque and Rahman, 1999\textsuperscript{57}). Because of the fact, on an average, a garment employee has to work 11-12 hours a day (see table 74) and get 3 to 4 hours overtime in everyday, which might be the reason for higher income earned by the garment employees of Bangladesh. The findings of the present study supported by other studies related to garment industry (e.g. Bangladesh Unnayn Parishad, 1990\textsuperscript{58}; Majumder and Zohir, 1991\textsuperscript{59}; Hossain and Rahman, 1991\textsuperscript{60}; Zohir and Majumder, 1996\textsuperscript{61}; Sarker, 1997\textsuperscript{62}; Majumder and Begum, 1997\textsuperscript{63}; and Majumder, 1998\textsuperscript{64}). Overtime is compulsory in garment sector, which might be the major reason for their higher average monthly income of the garment employees than that of their counterparts.

**Hypothesis: (Ho)-2:** There is no difference in the levels of education, and occupations of the respondents’ parents and husbands/wives with that of the garment industry average.

The results in table 12, 13, and 14 show that mean schooling of the respondents’ fathers, mothers, and husbands/wives were 6.23, 3.82, and 14.03 years respectively. On the other hand, the results in table-13 show that highest percentage of the respondents’ fathers and mothers were petty traders and house wives respectively; and most of the respondents’

\textsuperscript{50} Hoque, K. B. and Hossain, M. M., (1992), op. cit., 112.
\textsuperscript{52} Hoque, M. E., (1998), op. cit., 228.
\textsuperscript{54} Hossain, M. M., (1998), op. cit., 228.
\textsuperscript{58} Bangladesh Unnayn Parishad, (1990), op. cit., 80-89.
\textsuperscript{63} Majumder, Pratima Paul and Begum, Sharifa, (1997), op. cit., 35-41.
\textsuperscript{64} Majumder, Pratima Paul, (1998), op. cit., 111.
husbands and wives were garment workers and house wives respectively. Thus, the results
did not confirm the null hypothesis number-2 i.e. the results confirmed the alternative
hypothesis.

Several studies also found the similar results. For instance, Bangladesh Unnayan
Parishad (1990)\textsuperscript{65} found that 8% of the husbands of the currently married workers were
literate, and among them 7% had education up to graduation level and above. One-thirds of
the husbands had white-collar job, 21.4% occupation’s of the husbands were garment
workers, and more than two-thirds of their husbands were employed in various low grade
occupations such as: petty traderers, vendor, hawker, rickshaw puller, bus-taxi driver, day
labourer and others. Majumder and Zohir (1991)\textsuperscript{66} found that 15% fathers
occupation\profession of the workers were clerks/typists, the rest 8.5%, 20.8%, 45%, and
7.7% fathers’ of the workers were garment employees, petty businessmen, labourers, and
others respectively. Only 8% mothers’ occupation/profession of the workers were clerks /
typists, and the rest 42%, 4%, 17%, and 21% mothers of the workers were garment workers,
petty business, day labour, and others respectively. Twenty one per cent husbands’
occupation/profession of the workers were clerks/typists, and the rest 25%, 19%, 28%, and
2% husbands of the workers were garment workers, petty business, labours, and others
respectively. Hossain and Rahman (1991)\textsuperscript{67} found that about 54%, 52%, and 28% of
husbands, fathers, and mothers of the respondents were educated up to secondary level
respectively. About 34% of fathers were petty businessmen, and the rest 26%, 22%, 12% and
6% were day labourers, service holders, farmer, and rickshaw puller respectively. About 38%
of husbands were service holder, and the rest 31%, 15%, 12% and 4% were day labourers,
petty business men, rickshaw pullers and farmers and others respectively. All the results of
above three studies confirmed the results of the present study.

\textsuperscript{65} Bangladesh Unnayn Parishad, (1990), op. cit., 44-56.
Hypothesis: (Ho)-3: There is no difference in the size of family, number of dependent, and levels of family income of the respondents with that of the garment industry average.

The results in table 18, 20, and 21 show that highest percentage (supervisors 55.3% and workers 62.3%) of the respondents had in joint families, average number of dependents was 4.61, and average earning members of the respondents was 1.28. Thus, the results didn’t confirm the 3rd null hypothesis.

Bangladesh Unnayan Parishad (1990)\(^{68}\) found that 66% of the respondents had two earning members including the worker herself, while 13.4% of the workers were alone earning member of their families, and the rest 16.8%, and 3.7% families had 3 and 4-5 earning members respectively. Hossain and Rahman (1991)\(^{69}\) found that about 76% of the respondents had joint families and average size of the family and average children of the respondents were 4.56 and 2.17 respectively. Majumder and Zohir (1991)\(^{70}\) found that female workers contributed 46% towards their family income, and 37% of the female workers were prime earners of their family. All the findings of above three studies were in line with the results of the present study.

Hypothesis: (Ho)-4: There is no difference between rural/urban background, linkage with agriculture, and nature of employment before joining garment factories.

The results in table 16, and 17 show that highest number of the respondents were from rural area (supervisors 71.9% and workers 68.6%), majority of the respondents of both groups (supervisors 40.4% and workers 63.6%) had no relation with cultivation, and 39.8% and 30.7% of the workers and supervisors were unemployed and students before joining their present job respectively. Thus, the results partially confirmed the 4th null hypothesis.

\(^{68}\) Bangladesh Unnayan Parishad, (1990), op. cit., 80-89.
The findings of the present study supported by the results of some recent garment related studies of Bangladesh (e.g. Bangladesh Unnayan Parishad, 1990\textsuperscript{71}; Majumder and Zohir, 1991\textsuperscript{72}; Hossain and Rahman, 1991\textsuperscript{73}; Zohir and Majumder, 1996\textsuperscript{74}; Majumder and Begum, 1997\textsuperscript{75}; Sarker, 1997\textsuperscript{76}; Majumder, 1998\textsuperscript{77}; Hossain and Brar, 1998\textsuperscript{78}; and Jahan, 1989\textsuperscript{79}).

It was found from several garment related studies of Bangladesh that 61\% to 91\% of the respondents were of rural origin (e.g. Jahan, 1989\textsuperscript{80}; Hossain and Rahman, 1991\textsuperscript{81}; Majumder and Zohir, 1991\textsuperscript{82}; Majumder and Begum, 1997\textsuperscript{83}; Hossain and Brar, 1998\textsuperscript{84}; Majumder, 1998\textsuperscript{85}) which was inconformity with the findings of the present study.

**Bangladesh Unnayan Parishad (1990)**\textsuperscript{86} indicated that before joining the present job, about 8\% of the workers were understandably in low paid employment such as: 2.4\%, 3.9\%, and 1.9\% were employed as domestic servant, various rural industrial activities, and otherwise respectively. More than 68.6\% of the workers were doing simple household work, 20.3\% were students and while 3\% of the workers had no work to do.

**Zohir and Majumder (1996)**\textsuperscript{87} found that before joining the present job, majority of the respondents (84.9\%) had not been engaged in any economic activity. Among them, 36.8\% were engaged in household work, and the rest 27.3\%, were students, 5.8\% engaged

\textsuperscript{71} Bangladesh Unnayan Parishad, (1990), op. cit., 49-89.

\textsuperscript{72} Majumder, Pratima Paul, and Zohir, Salma Chaudhuri, (1991), op. cit., 30-32.


\textsuperscript{74} Zohir, Salma Chaudhuri and Majumder, Pratima Paul, (1996), op. cit., 27-68.

\textsuperscript{75} Majumder, Pratima Paul, and Begum, Sharifa, (1997), op. cit., 25-34.

\textsuperscript{76} Sarker, Md. Maksudur Rahman, (1997), op. cit., 156-158.

\textsuperscript{77} Majumder, Pratima Paul, (1998), op. cit., 89-139.

\textsuperscript{78} Hossain Nazmul and Barar, Jagjit S., (1988), op. cit., 399.


\textsuperscript{80} Ibid.


\textsuperscript{82} Majumder, Pratima Paul, and Zohir, Salma Chaudhuri, (1991), op. cit., 30-32.

\textsuperscript{83} Majumder, Pratima Paul, and Begum, Sharifa, (1997), op. cit., 25-34.

\textsuperscript{84} Hossain Nazmul and Barar, Jagjit S., (1988), op. cit., 399.

\textsuperscript{85} Majumder, Pratima Paul, (1998), op. cit., 89-139.

\textsuperscript{86} Bangladesh Unnayan Parishad, (1990), op. cit., 80-89.

otherwise, and 15.1% did not give any information. Highest percentage (74.3%) of the respondents was of rural origin and the rest 25.7% were of urban origin. Sarker (1997) found that 32% of workers were unemployed before joining this sector, and the rest 45%, 18% and 5% changed their previous garment factories, agro-based job, and others (domestic service, small business, salesmanship) professions respectively. All the findings of these three studies were similar to the results of the present study.

**Hypothesis: (Ho)-5:** There is no difference between the socio-economic background of the supervisors and the workers.

The results in tables-3, 8, 9, 11, 12, 13, 15, 17, and 21 indicated that socio-economic background of the supervisors was better than that of the workers, which was opposite to the null hypothesis number-5 and confirmed the alternative hypothesis.

The results revealed that average age, education, income, and latest family position of the supervisors were higher than those of the workers, only experience of the workers was slightly higher than that of the supervisors (see table-3 and 11). The mean schooling of the parents of the supervisors’ was higher than that of the workers, and mean schooling of the husbands/wives of the workers was slightly higher than that of the supervisors (see tables-12, 13 and 14). The major occupation of the fathers of the supervisors’ were petty traders (28.1%), farmer (21.9%), government service holders (13.2%), day labourers (7.9%), and rickshaw/van pullers (1.8%). On the other hand, the major occupation of the fathers of the workers’ were petty traders (23.3%), farmer (14.8%), government service holders (8.9%), day labourers (11.9%), and rickshaw/van pullers (7.6%) (see table 13).

The results of the present study revealed that 2.9% of the supervisors were unemployed before joining their present job, while, 39.8% of the workers were unemployed before joining their present job. On the other hand, 14% of the supervisors had earning members in between

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3-4 while, 6.8% of the workers’ had earning members in between 3-4 (see table-21). Thus, the results were opposite to the null hypothesis number-5.

**Hypothesis: (Ho)-6:** There is no significant difference between the job satisfaction of the supervisors and the workers.

The results revealed that level of employees had a significant influence on job satisfaction and the mean job satisfaction score of the supervisors was significantly higher than that of the workers (see tables-22, 23, and 48) which rejected the null hypothesis number-6 and confirmed alternative hypothesis.

Several studies also showed higher satisfaction among the higher level employees than the lower level employees. For instance, **Fournet, et al., (1966)**\(^9\) reviewed a vast amount of literature and found that top level employees were more satisfied than those of the bottom level employees. Porter and Lawler (1965)\(^9\); Rao and Ganguly (1971)\(^1\); Singh and Pestonjee (1990)\(^2\); Hossain (1992)\(^3\) and Hossain, (1995)\(^4\); and Haque (1995)\(^5\) also found similar results, which confirmed the findings of the present study.

**Porter (1962)**\(^6\) also reported that lower level employees were, in general, more dissatisfied than the higher level employees. He argued that the reasons for the higher satisfaction among the higher level employees than the lower level employees were that they enjoyed more opportunity to satisfy their ego needs, more status, higher pay, and self direction than those of the lower level employees. In addition, they also enjoyed more authority and responsibility as compared to the lower level employees.

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\(^1\) Rao, G. V. Sarveswara and Ganguly, T, (1971), op. cit., 277-287.
\(^3\) Hossain, M. M., (1992), op. cit., 33.
It was also observed from the present study that supervisors were more satisfied than those of the workers with regard to their working condition, behaviour of boss, opportunity for open communication, autonomy in work, recognition for good work, and participation in management (see table-59). The present study further revealed that these factors had a significant influence on the overall job satisfaction of the respondents (see table-50) which might be the reasons for higher job satisfaction among the supervisors than that of the workers.

**Hypothesis: (Ho)-7:** There is no significant influence of personal factors (such as age, education, experience, income, sex, marital status, and basis of payment) on the overall job satisfaction of the respondents.

The results suggest that out of seven personal factors, only two factors (such as: age and basis of payment) had a significant influence on the overall job satisfaction and the rest five factors (such as education, income, experience, sex, and marital status) had no significant influence on the overall job satisfaction. Thus, the results partially confirmed the 7th null hypothesis. The direction of the results indicated that the respondents with higher age were significantly more satisfied than those of the lower age group (see table-49). Correlational results also indicated significant positive correlation of age with the overall job satisfaction (see table-62).

Several studies in home and abroad also found a significant positive influence of age on the overall job satisfaction (e.g., Hoppock, 1935\(^97\); Trier, 1954\(^98\); Porter et al., 1974\(^99\); and Nicholson et al., 1976\(^100\); Khaleque and Rahman1984\(^101\); Ahuia, 1989\(^102\); Hossain and Miah,

The present study further suggested that there was a significant impact of basis of payment on the overall job satisfaction. The results showed that job satisfaction was significantly higher among the employees of time rate basis as compared to their counterparts. It was also observed from the Table-60 that employees of time rate basis were more satisfied with their behaviour of boss, opportunity for open communication, and recognition for good work than those of the employees of piece rate basis. The results of the present study further indicated that these factors had a significant positive influence on the overall job satisfaction of the respondents (see table-60), which might be the reasons for higher satisfaction among the time rate basis than the employees of piece rate basis.

**Hypothesis: (Ho)-8:** There is no significant influence of the specific job factors (such as: pay, job security, behaviour of boss, promotional opportunity, job status, autonomy in work, recognition for good work, participation in decision making, communication with boss, working hours, and working environment) on the overall job satisfaction of the respondents.

It was found from the results that all the specific job factors had a significant influence on the overall job satisfaction, excepting two factors such as: opportunity for promotion and relation with colleagues (see table-50). Hence, the results partially confirmed the 8th hypothesis.

The results further suggested that overall job satisfaction was significantly higher among the satisfied respondents than that of the dissatisfied respondents. Several

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investigators (e.g. Khaleque and Chowhury, 1984\textsuperscript{108}; Hossain, 1992\textsuperscript{109}; Hossain 1995\textsuperscript{110} and 1995a\textsuperscript{111}) also found a significant impact of specific job factors on the overall job satisfaction of the respondents, which confirmed the findings of the present study.

**Hypothesis: (Ho)-9:** There is no significant influence of job satisfaction on job behaviour such as: performance, absence, accident, and propensity to quit the job.

The results (see tables-51 and 62) show that there was a significant influence of job satisfaction on performance, absence, accident, and propensity to quit the job, which not supported by null hypothesis number 9.

The results regarding performance between the high and low satisfaction groups suggested that the mean performance score of the high satisfied group was significantly higher than that of the low satisfied group, and the correlation results also showed significant positive correlation between job satisfaction and performance (see tables 51 and 62). The results of positive correlation between job satisfaction and performance was in favour of popular “Human Relations” doctrine that a satisfied worker was a more productive worker. Some recent investigators also reported a significant positive correlation between job satisfaction and performance (e.g. Slocum, 1970\textsuperscript{112}; Khaleque, 1979\textsuperscript{113}; Singh and Srivastava, 1983\textsuperscript{114}; Haque, 1992\textsuperscript{115}; Hossain, 1992\textsuperscript{116}; Hossain and Miah, 1992\textsuperscript{117}; Khaleque et al., 1992\textsuperscript{118}; Hossain and Rahman, 1995\textsuperscript{119}; Hossain, 1995a\textsuperscript{120}; Hossain, 1997\textsuperscript{121}; Rahman and

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\begin{itemize}
  \item \textsuperscript{108} Khaleque, A. and Choudhury, Nilima, (1984), op. cit., 52-62.
  \item \textsuperscript{109} Hossain, M. M., (1992), op. cit., 33.
  \item \textsuperscript{110} Hossain, M. M., (1995), op. cit., 74-119.
  \item \textsuperscript{111} Hossain, M. M., (1995a), op. cit., 33-41.
  \item \textsuperscript{112} Slocum, J. W., (1970), op. cit., 431-436.
  \item \textsuperscript{113} Khaleque, A., (1979), op. cit., 57.
  \item \textsuperscript{114} Singh, A. P. and Shrivastava, S., (1983), op. cit., 437.
  \item \textsuperscript{115} Haque, A. B. M. Zahirul, (1992), op. cit., 45.
  \item \textsuperscript{116} Hossain, M. M., (1992), op. cit., 33.
  \item \textsuperscript{117} Hossain, Md. Mosharraf and Miah, Md. Khasro, (1992), op. cit., 87.
  \item \textsuperscript{118} Khaleque, A., Hossain, M. M. and Hoque, M. E., (1992), op. cit., 136.
  \item \textsuperscript{120} Hossain, M. M., (1995a), op. cit., 33-41.
  \item \textsuperscript{121} Hossain, M. M., (1997), op. cit., 35.
\end{itemize}
Islam, 1998\textsuperscript{122}; Rahman and Miah, 1998\textsuperscript{123}; Hoque and Rahman, 1999\textsuperscript{124}; and Hossain 1999\textsuperscript{125}; and Hossain, 2000\textsuperscript{126}) which confirmed the findings of the present study. The results in stepwise regression asserted that among the independent variables such as age, education, experience, income, and job satisfaction, contribution of job satisfaction to performance was the highest (see tables-67 and 68).

It was found from the present study that absence was significantly higher among the low satisfaction group than that of the high satisfaction group and the correlation results also suggested a significant negative correlation between job satisfaction and absenteeism (see tables 51 and 62).

A large number of investigators studied the job satisfaction and absenteeism relationship and found a significant negative correlation between the two. For instance, Vroom (1964)\textsuperscript{127} reviewed ten studies concerning the relationship between satisfaction and absenteeism. Four studies supported the existence of a negative relationship between these two variables. Nicholson et al., (1976)\textsuperscript{128} also found a negative correlation between job satisfaction and absenteeism, but the relationship was very weak and that is why, they all agreed that there was no correlation between job satisfaction and absenteeism.

However, some current studies found a significant negative correlation between job satisfaction and absenteeism (e.g. Hossain, 1992\textsuperscript{129}; Hossain, 1995a\textsuperscript{130}; Hossain, and Rahman,\textsuperscript{126})
which was in line with the findings of the present study.

The results showed that rate of accident was significantly higher among the low-satisfied group than that of the high-satisfied group, and the inter-correlational results also confirmed the significant negative relation of job satisfaction with rate of accident (see Tables 51 and 62). The findings lead not supports to our null hypothesis number 11.

Several studies in home and abroad found a negative correlation between job satisfaction and accident (e.g. Fleishman et al., 1955\textsuperscript{135}; Vroom, 1964\textsuperscript{136}; Hossain, 1992\textsuperscript{137}; Hossain, 1995a\textsuperscript{138}; Hosain and Rahman, 1995\textsuperscript{139}; Rahman and Islam, 1998\textsuperscript{140}), which confirmed the findings of the present study.

It was found from the present study that propensity to quit the job was significantly higher among the low satisfied group than to the high satisfied group and the correlation results also suggested a negative correlation between job satisfaction and propensity to quit the job (see tables 51 and 62). So, the results fully rejected i.e. the results confirmed the alternative hypothesis. Several investigators studied the job satisfaction and turnover relationship and found a significant negative relationship between the two.

For instance, Vroom (1964)\textsuperscript{141} investigated seven studies relation to job satisfaction and turnover relationship and found a negative correlation in all the seven studies. Then, he concluded that there was a constant inverse relationship between job satisfaction and

\textsuperscript{133} Robbins, R Stephen (1999), op. cit., 155.
\textsuperscript{134} Hoque, M. E., and Rahman, M. A. (1999), op. cit., 3.
\textsuperscript{135} Fleishman, E. A., Harris, E. F., and Burtt, H. E., (1955), op. cit.
\textsuperscript{136} Vroom, V. H., (1964), op. cit.
\textsuperscript{137} Hossain, M. M., (1992), op. cit., 33.
\textsuperscript{141} Vroom, V. H., (1964), op. cit.
turnover. **Porter and Steers (1973)**\(^{142}\) examined a large number of studies on factors affecting turnover and absenteeism. They found that job satisfaction was inversely associated with turnover. **Kalra (1981)**\(^{143}\) found that job satisfaction was negatively correlated with turnover. Some recent studies in Bangladesh (Hossain and Rahman, 1995\(^{144}\); Hossain, 1995\(^{145}\); Newstrom and Davis, 1997\(^{146}\); Rahman and Islam, 1998\(^{147}\); Rahman and Miah, 1998\(^{148}\); Robbins, 1999\(^{149}\); and Hossain, 2000\(^{150}\)) also found a significant negative correlation between job satisfaction and propensity to quit the job. All the studies confirmed the findings of the present study.

**Hypothesis: (Ho)-10:** There is no significant influence of job satisfaction on job stress.

The results suggested that job stress was significantly higher among the low satisfaction group than to the high satisfaction group, and inter-correlational results also indicated a significant negative relation between the two variables (see tables-51 and 62). Thus, the results fully opposed the hypothesis numbers 10 i.e. the results confirmed the alternative hypothesis. Several studies such as: Khaleque, 1985\(^{151}\); Hossain, 1995\(^{152}\) and Hossain, 2000\(^{153}\); also found negative impact of job satisfaction on job stress, which confirmed the findings of the present study and rejected the null hypothesis no.-10.

\(^{146}\) Newstrom, W. John and Davis, Keith, (1997), op. cit., 261.
\(^{151}\) Khaleque, A., (1985), op. cit., 83.
Hypothesis: (Ho)-11: There is no significant difference between job stress of the male and female employees.

The results showed that mean job stress of the female employees was significantly higher than that of the male employees (see table 53), which rejected the null hypothesis number-11 i.e. the results confirmed the alternative hypothesis.

Several studies also indicated higher job stress among the female employees than that of the male employees. For instance, Wadud (1995-96)\textsuperscript{154} found a significantly higher job stress among the female employees than that of the male employees. She argued that the reasons for higher job stress among the female employees were due to multiple roles played by the female employees in their lives. They had to work outside the home, and at the same time they were fully responsible for the household affairs.

As to garment employees these argument are also applicable. A female garment worker has to work from 8 a. m. to at least 8 p. m. in their working place. In addition, they are to perform their family duties. As a result, they get very little time for taking rest, which might affect both physical and mental health resulting in higher stress.

Hypothesis: (Ho) -12: There is no need deficiency regarding job-related factors of the respondents (both the groups)

The results revealed that out of 12 job related factors, respondents had no need deficiency in 5 factors and respondents had need deficiencies in rest of the 7 factors, which partially confirmed the null hypothesis number-12. The direction of the results was that respondents had no need deficiencies regarding close supervision, open communication, recognition for good work, working condition, and good relation with colleagues. It was also observed that largest need deficiency as perceived by the respondents was in pay followed by

\textsuperscript{154} Wadud, Nasreen, (1995-96), op. cit., 95.
job security, duration of work, participation in management, job status, and autonomy in work. It is important to note that garment employees have higher need deficiencies with regard to lower order needs (such as pay, job security, and duration of work) than those of the higher order needs (such as participation in management, promotion, job status and autonomy in work) (see table-54). The reasons for higher deficiencies regarding lower order needs might be that the respondents were lower level employees and they came from poor strata of the society. Still their primary need has not yet been satisfied. Hoque (1996) also found similar results, which confirmed the findings of the present study.

Hypothesis: (Ho)-13: There is no significant difference between the need deficiency of the supervisors and workers.

It appears from the results that out of 12 job-related factors there was no significant difference between the need deficiencies of the supervisors and workers in 5 factors. There were significant differences between the need deficiencies of the supervisor and workers in relation to seven job-related factors. Thus, the results partially confirmed the null hypothesis-13 (see table-56). The results indicate that both the groups had higher need deficiencies in lower order needs such as job security, pay, duration of work than those of the higher order needs like promotion, autonomy in work, and recognition for good work. The direction of the results suggest that supervisors and workers did not significantly differ in respect of need deficiencies in relation to their job security, pay, working condition, close supervision, and good relation with colleagues. On the other hand, the results suggest that supervisor and workers significantly differed in respect of their needs deficiencies on the rest of the job-related factors such as: promotion, job status, recognition for good work, autonomy in work, open communication, duration of work, and participation in management. The results further indicated that supervisors had significantly higher need deficiencies regarding promotional opportunity, job status, and duration of work than those of the workers. On the other hand,

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need deficiencies of the workers were significantly higher in autonomy in work and participation in management than those of the supervisors.

**Hypothesis: (Ho)-14:** There is no significant difference between the need deficiency regarding job-related factors of the respondents of time basis and the respondents of piece rate basis.

The results suggest that out of 12 job-related factors, there was no significant difference between the need deficiencies in seven factors of the employees of time rate basis and the employees of piece rate basis, and there were significant differences between the need deficiencies of the employees of time rate basis and the employees of piece rate basis in rest of the five factors. Thus, the results partially confirmed the null hypothesis-14. The direction of the results suggested that the respondents of both the groups (employees of time rate basis and the employees of piece rate basis) had no significant need fulfilment deficiencies in respect of their job security, working condition, close supervision, recognition for good work, autonomy in work, open communication, and participation in management. On the other hand, both the groups had significant need fulfilment deficiencies on the rest of the items such as: pay, promotion, job status, good relation with colleagues, and duration of work. The results further suggest that the respondents of time basis had significantly higher need deficiencies with regard to their pay, promotional opportunity, job status, duration of work, and good relation with colleagues than those of the respondents of piece rate basis (see table-57). So, it can be concluded that the respondents of time rate basis had significantly higher need fulfilment deficiencies than those of the respondents of piece rate basis.

**In addition** to testing the above hypotheses, the present study also compared the job satisfaction, performance, absence, accident, turnover, and job stress of the respondents of time rate basis with those piece rate basis. The results of F-ratios (see tables 24-25, 28-29, 32-33, 36-37, and 41-42) reveal that there were significant differences between job satisfaction, performance, absence, turnover, and job stress of the respondents of time rate basis and the
respondents of piece rate basis. It was found that job satisfaction, absence, and job stress were significantly higher among the respondents of time rate basis than those of the respondents of piece rate basis. On the other hand, performance, and propensity to quit the job were significantly higher among the respondents of piece rate basis than that of the respondents of time rate basis. The results in t-ratios (see table-52) also revealed the similar results.

The **major causes of job dissatisfaction** as perceived by the respondents were also studied. The respondents were asked to mention two important causes of job dissatisfaction as perceived by them. The results (see table-73) show that 10 important factors have been mentioned as their important causes of job dissatisfaction. The results suggested that the highest number (74.6%) of the respondents perceived poor pay as important cause of job dissatisfaction followed by job insecurity (71.1%), uncertainty of promotion (22.9%), and lack of lunch/ prayer room and lack of bonus facility (6.1%). On the other hand, the most important cause of dissatisfaction as perceived by the workers was job insecurity (58.1%) followed by poor wages (55.9%), shortage of scope for regular work (29.2%), lack of promotional opportunity, and lack of leisure/holidays (12.3%), and excessive workload (10.6%). It is important to note that 3rd major cause of job dissatisfaction as perceived by the piece rate basis workers was scope for regular work (54.3%). Supervisors were more dissatisfied regarding their poor salary, promotional opportunity, and job security than those of the workers, while, workers were more dissatisfied regarding their lack of leisure time, excessive workload, and misbehaviour of boss than those of the supervisors. Though there was difference between the supervisors and workers regarding their perception of dissatisfaction, yet there were also some similarities. The results revealed that the common major causes of dissatisfaction as perceived by both the groups were: poor salary/wages, job insecurity, and lack of promotional opportunity (see table-73).
Several studies (e.g. Alam, 1986\textsuperscript{156}; Majumder and Zohir 1991\textsuperscript{157}; Rahman, 1994\textsuperscript{158}; Hossain and Rahman, 1995\textsuperscript{159}; Hossain, 1995\textsuperscript{a}\textsuperscript{160}; Zohir and Majumder, 1996\textsuperscript{161}; and Majumder, 1998\textsuperscript{162}) found that major causes of dissatisfaction as perceived by the garment employees were: poor salary, lack of promotional opportunity, job insecurity, long working hours, heavy workload, miss behaviour of the management etc., which confirmed the findings of the present study. Several studies in other industrial sectors of Bangladesh (e.g. Khaleque and Rahman, 1984\textsuperscript{163}; Khaleque and Choudhury, 1984\textsuperscript{164}; Khaleque and Wadud, 1984\textsuperscript{165}; Hoque and Hossain, 1992\textsuperscript{166}; Hossain, 1992\textsuperscript{167}; Hossain 1995\textsuperscript{168}; Rahman and Islam, 1998\textsuperscript{169}; Rahman and Miah, 1998\textsuperscript{170}; and Hossain, 2000\textsuperscript{171}) also found that the major causes of job dissatisfaction among the employees of Bangladesh were: poor wages, poor working condition, poor supervision, lack of promotional opportunity, and job insecurity which also confirmed the findings of the present study.

The satisfaction and dissatisfaction with specific aspects of job as perceived by the respondents were also covered by the present study. The findings showed that significantly higher number of the respondents were dissatisfied with pay, job security, participation in decision making, autonomy in work, and job status, while, significantly higher number of the respondents were satisfied with behaviour of boss, working condition, open communication, and recognition for good work (see tables-50 and 59).

\textsuperscript{156} Alam, S. M. Ikhtiar, (1986), op. cit., 78-84.
\textsuperscript{157} Majumder, Pratima Paul and Zohir, Salma Chaudhuri, (1991), op. cit., 155.
\textsuperscript{160} Hossain, Md. Mosharraf, (1995a), op. cit., 33-41.
\textsuperscript{161} Zohir, Salma Chaudhuri, and Majumder, Pratima Paul, (1996), op. cit., 83-84.
\textsuperscript{162} Majumder, Pratima Paul, (1998), op. cit., 138-139.
\textsuperscript{165} Khaleque, A. and Wadud, Nasreen, (1984), op. cit., 64-78.
\textsuperscript{166} Hoque, K. B. and Hossain, M. M., (1992), op. cit., 112.
\textsuperscript{167} Hossain, M. M., (1992), op. cit., 33.
\textsuperscript{168} Hossain M. M., (1995), op. cit., 118.
The results further suggested that the first important cause of satisfaction as perceived by the supervisors was good behaviour of boss (94.74%) followed by opportunity for open communication (93.86), recognition for good work (91.23%), and good working condition (89.47%). On the other hand, the first important cause of dissatisfaction as perceived by the supervisors was job insecurity (98.25%) followed by poor pay (96.49%), lack of promotional opportunity (90.35%), and lack of job status (77.19%). The results also suggested that the first important cause of job satisfaction as perceived by the workers were working condition and behaviour of boss (86.02%) followed by opportunity for open communication (77.54%), recognition for good work (76.27%), and job status (54.66%). On the other hand, the first important cause of dissatisfaction as perceived by the workers was lack of participation in management (96.61%) followed by job insecurity (95.76%), poor pay (93.64%), lack of autonomy in work (75.42%), and lack of promotional opportunity (60.17%).

Though, there was difference between the supervisors and workers in relation to their perception of satisfaction and dissatisfaction with job related factors, yet, there were also some similarities. The results revealed that the common causes of satisfaction as perceived by both the groups were: favourable working condition, good behaviour of boss, opportunity for open communication, and recognition for good work. The results further revealed that the common causes of dissatisfaction as perceived by both the groups were: poor salary/wages, lack of promotional opportunity, and job insecurity. Rahman (1994)\textsuperscript{172} found that the important causes of satisfaction as perceived by the garment supervisor were: open communication, recognition for good work, and proper supervision. On the other hand, the important causes of dissatisfaction as perceived by the garment supervisors were: poor salary, and lack of promotional opportunity. Several studies (e.g. Alam, 1986\textsuperscript{173}; Majumder and Zohir 1991\textsuperscript{174}; Rahman, 1994\textsuperscript{175}; Hossain and Rahman, 1995\textsuperscript{176}; Zohir and Majumder, \textsuperscript{175}

\textsuperscript{173} Alam, S. M. Ikhtiar, (1986), op. cit., 78-84.
1996\textsuperscript{177}; and Majumder, 1998\textsuperscript{178}) also found that major causes of satisfaction as perceived by the garment employees were: good behaviour of boss, recognition for good work, proper supervision and opportunity for open communication; on the other hand, the major causes of dissatisfaction as perceived by the garment employees were: poor salary, lack of promotional opportunity, job insecurity, long working hours, etc. Khaleque and Rahman (1984)\textsuperscript{179} revealed that the important causes of dissatisfaction of industrial workers of Bangladesh were: poor pay, lack of promotional opportunity, and job insecurity. Khaleque and Choudhury, (1984)\textsuperscript{180} suggested that bottom level managers perceived poor salary, lack of promotion, autonomy, lack of monotony etc. as the important causes of their job dissatisfaction. Khaleque and Wadud (1984)\textsuperscript{181} also found that the important causes of job dissatisfaction as perceived by the respondents were: lack of fair treatment from management, poor wage, lack of autonomy in work, and absence of congenial working environment etc. Thus, the results of the above past studies were in conformity with the findings of the present study.

It is appeared from the findings of the present study that the duration of overtime duties varied from 2 hours to more than 6 hours per day and the average was 3.25 hours per day. It is also appeared that 55.43\% of the respondents (52.55\% male and 59.09\% female) performed overtime duties from 4 to 6 hours and above per day (see table-74), but only 47.23\% of the respondents get overtime benefits according to the rules (twice of basic pay) and the rest 41.33\% get overtime benefits equivalent to basic pay (see table-75).
The findings of the present study clearly showed that the provisions of Factories Act 1965 in relation to working hours\textsuperscript{182}, duration of working hours for women\textsuperscript{183}, and overtime payments system\textsuperscript{184} were violated in garment industries. It is obviously a punishable offence.\textsuperscript{185}

Several studies (e.g. Bangladesh Unnayn Porishad, 1990\textsuperscript{186}; Majumder and Zohir, 1991\textsuperscript{187}; Zohir and Majumder, 1996\textsuperscript{188}; Majumder and Begum, 1997\textsuperscript{189}; Sarker, 1997\textsuperscript{190}; and Majumder, 1998\textsuperscript{191}) found that on an average, overtime duties performed by the garment workers were 3 to 4 hours a day, which confirmed the findings of the present study. On the other hand, Majumder and Zohir, (1991)\textsuperscript{192} found only 20\% of the garment workers get overtime payment as per rules i.e. twice the basic wages.

The respondents were asked to mention the frequency of changing their job, if any. It was found that majority of the respondents (supervisors 89.5\% and workers 84.7\%) changed their previous job, and the rest (supervisors 10.5\% and workers 15.3\%) did not change their job (see table-76). The frequency of changing their previous job ranged from 1 time to 30 times and the average was 2.53 times. It can be said that turnover is very high in garment sector as compared to other industrial sectors of Bangladesh. It is interesting to note that

\textsuperscript{182} ‘No adult worker shall be required or allowed to work in a factory for more than nine hours in any day: provided that, subject to the provisions of sections 50, 54, 55, and 58 an adult worker may work in a factory for more than nine hours, but not exceeding ten hours in any day.’ The Factories Act, 1965, Section 53, Khan, A. A., (1997), Labour and Industrial Law (Student Edition), M/S Alam Book House, Dhaka, 105.

\textsuperscript{183} ‘... no woman shall be allowed to work in a factory except between 7 a. m. and 8 p. m.’ The Factories Act, 1965, Section 65(1)b, ibid. 116.

\textsuperscript{184} ‘Where a worker works in a factory for more than nine hours in any day or more than forty-eight hours in any week, he shall, in respect of overtime work, be entitled to allowance at the rate of twice his ordinary rate of wages.’ Factories Act, 1965, Section 58 (1), ibid. 107.

\textsuperscript{185} ‘...if in, or in respect of, any factory, there is any contravention of any of the provisions of this Act or any rules made thereunder, or of any order in writing given thereunder, the occupier and the manager of the factory shall each be guilty of an offence punishable with fine which may extend to Taka one thousand....’ Factories Act, 1965, Section 93, ibid. 134.

\textsuperscript{186} Bangladesh Unnayn Porishad, (1990), op. cit., 62-72.


\textsuperscript{189} Majumder, Pratima Paul and Begum, Sharifa, (1997), op. cit., 25-34.

\textsuperscript{190} Sarker, Md. Maksudur Rahman, (1997), op. cit., 161-164.

\textsuperscript{191} Majumder, Pratima Paul, (1998), op. cit., 103.

\textsuperscript{192} Majumder, Pratima Paul and Zohir, Salma Chaudhuri, (1991), op. cit., 149.
garment employees do not change their profession, but only change their job within the garment industry. One possible reason for frequently changing their job might be that they have no other alternative job opportunity. The fact that majority of the garment employees were low educated and that they had no other skill to perform other job are the reasons why they only change their job within the garment industry only for better facilities. Majumder and Begum (1997)\textsuperscript{193} found that the 80\% of the garment workers changed their previous job, and Sarker (1997)\textsuperscript{194} also found that the 70\% of the garment workers changed their previous job, which were similar to the findings of the present study.

The respondents were also asked to mention two major causes of changing their previous job. The results show (see table-77) that 6 important factors have been mentioned as important causes of changing their previous job. The major causes of quitting the previous job as mentioned by the supervisors were: desire for higher salary (78.9\%), lack of promotional opportunity (35.1\%), and irregularity in payment of salary (34.2\%) and work place was not near to the residence (28.1\%). On the other hand, the major causes of quitting previous job as mentioned by the workers were: desire for higher wages (72.5\%), irregularity payment of wages (41.1\%), work place was near to residence (25.8\%), and lack of promotional opportunity (24.6\%). It indicated that the reasons for quitting the previous job of both the groups were almost same. Kalra (1981)\textsuperscript{195} found that there were many reasons behind leaving the previous jobs such as: lack of growth opportunity (56\%), poor salary (51\%), and lack of job satisfaction (45\%) etc. which were similar to the findings of the present study.

The desire to change the job as perceived by the respondents was also studied. The findings of the present study suggest that 80.7\% of supervisors desired to change their job and the rest 19.3\% of supervisors were not ready to change their job. On the other hand,

\textsuperscript{193} Majumder, Pratima Paul and Begum, Sharifa, (1997), op. cit., 41.
\textsuperscript{194} Sarker, Md. Maksudur Rahman, (1997), op. cit., 159-160.
\textsuperscript{195} Kalra, S. K., (1981), op. cit., 89-98.
83.5% of workers desired to change their job; and 16.5% of workers were not ready to change their job (see table-78). It indicate that majority of the respondents were interested to change the present garment.

The major causes of desire for changing the present job as perceived by the respondents were also studied. The respondents were asked to mention two major causes of desire for changing the present job as perceived by the respondents. The results show (see table-79) that 5 major factors have been mentioned as important reasons of desire for changing their present job. The results suggested that the major causes of desire for changing the present job as perceived by the supervisors were: desire for higher pay (97.83%), desire for higher job security (67.39%), and desire for promotional opportunity (30.43%). On the other hand, the major reasons of desire for changing the present job as perceived by the workers were: desire to get higher wages (73.10%), desire to get higher job security (65.48%), desire for whole yearly work (36.04%), and desire for promotion (18.78%). It indicated that the reasons for changing the present job of as perceived both the groups were almost same. Several studies (e.g. Majumder and Zohir 1991196; Zohir and Majumder, 1996197; Sarker, 1997198; and Majumder, 1998199) found that garment employees changed their job due to poor wages, bad working condition, and job insecurity, which confirmed the findings of the present study. It may be mention here that 3rd major cause of desire for changing the present job as perceived by the workers of the piece rate basis was to get scope for regular work in whole year (53.5%). It is important to note that the reasons for changing the present job were also similar to the reasons for changing the previous job.

It has been mentioned above that 19.3% of supervisors and 16.53% of workers desire to stay at the their present job (see table-78). The reasons for desire to stay at their present job were also identified. For this purpose, the respondents were asked to mention two major reasons for desire to stay at the present job as perceived by them. It is observed that 5 major factors have been mentioned as important reasons for desire to stay at their present job. The reasons for desire to stay at the present job as perceived by the supervisors were: better payment system (100%), good boss & employer (68.18%), and work place is near to the residence (31.82%). On the other hand, the major reasons for desire to stay at the present job as perceived by the workers were: better payment system (92.31%); and good boss & employer, and work place is near to the residence (53.85%). It indicated that the reasons for desire to stay at the present job as perceived by job of both the groups were almost same (see table-80).

The respondents were also asked to mention the two major work related problems as perceived by them. The major work related problems as faced by the supervisors were: shortage of raw-material supplies (76.3%); excessive noise, dust and sound (64.9%); electricity failure (16.7%); shortage of toilets (14.0%); and inadequate light and ventilation (13.2%). On the other hand, major work related problems mentioned by the workers were: excessive noise, dust and sound (50.4%); shortage of regular work (41.1%); shortage of toilets (33.5%); lack of pure water (30.1%); and shortage of raw-material supplies (21.2%). It can be said that the work-related problems as faced by both the groups were almost same (see table-69). Several studies (e.g. Majumder and Zohir 1991\textsuperscript{200}; Zohir and Majumder, 1996\textsuperscript{201}; Sarker, 1997\textsuperscript{202}; and Majumder, 1998\textsuperscript{203}) also found the similar job related problems as faced by garment employees, which was in line with the findings of the present study.

The general **major illnesses** as faced by the respondents were also studied. The respondents were asked to mention two general major illnesses as faced by them. It appears from the findings that the major general illnesses as faced by the supervisors were: headache (47.4%), weakness (40.4%), body pain (36.8%), eye trouble (35.1%), fever (19.3%), and cold and cough (14.9%). On the other hand, major general illnesses as faced by the workers were: weakness (45.8%), headache (37.3%), body pain (32.6%), fever (24.6%), eye trouble (22.9%), and cold and cough (20.8%) (see table-70). It indicated that the general major illnesses as faced by both the groups were almost same. Several studies (e.g. Bangladesh Unnayan Porishad, 1990\textsuperscript{204}; Hossain and Rahman, 1991\textsuperscript{205}; Ali, 1995\textsuperscript{206}; Zohir and Majumder, 1996\textsuperscript{207}; and Majumder, 1998\textsuperscript{208}) also found similar results, which confirmed the findings of the present study.

The **major diseases**, which frequently attacked the respondents, were also investigated. The respondents were asked to mention the two major diseases as faced by them. It appears from the findings that 81.6% supervisors and 71.2% workers were not attacked with any disease at all. The major diseases attacking by the supervisors were: diarrhoea (9.6%), pox (7.0%), and female diseases (3.5%). On the other hand, the major diseases attacking the workers were: pox (10.2%), diarrhea (8.9%), jaundice (5.5%), and typhoid and female diseases (4.7%) (see table-71). It indicated that the major diseases as faced by both the groups were almost same. In addition, female employees were suffering from female diseases. Several studies (e.g. Bangladesh Unnayan Porishad, 1990\textsuperscript{209}; Ali, 1995\textsuperscript{210}; and Majumder, 1998\textsuperscript{211}) also found similar diseases as faced by the garment employees, which confirmed the findings of the present study.

\textsuperscript{204} Bangladesh Unnayan Porishad, (1990), op. cit., 76-79.
\textsuperscript{208} Majumder, Pratima Paul, (1998), op. cit., 33.
\textsuperscript{209} Bangladesh Unnayan Porishad, (1990), op. cit., 76-79.
\textsuperscript{211} Majumder, Pratima Paul, (1998), op. cit., 33.
The **major social problems** as faced by the respondents were also studied. The respondents were asked to mention two major social problems as perceived by them. The major social problems as faced by the supervisors were: lack of social status (84.2%), no chance to maintain relationship with relatives (56.1%), misunderstanding in family life (21.9%), and feel uneasy for children (17.5%). On the other hand, major social problems as faced by the workers were: lack of social status (47.0%), no chance to maintain relationships with relatives (51.3%), low chance of marriage (27.5%) misunderstanding in family life (24.2%), sexual harassment (18.5%), and feel uneasy for children (14.4%), while the major social problems as faced by the female respondents were: low chance of marriage (37.66%) misunderstanding in family life (33.77%), sexual harassment (31.82%), lack of social status (29.22%), and no chance to maintain relationships with relatives (20.78%) (see table-72). It is important to note that the major social problems as perceived by the female respondents were somewhat different from those of the male respondents, especially, in sexual harassment, misunderstanding with family life, and marriage problems.

The **major sources of job stress** as perceived by the respondents were also studied in the present study. The respondents were asked to mention three important sources of job stress as perceived by them. The results in the table-81 show that 10 important factors have been mentioned as their important sources of job stress. The major sources of job stress as perceived by the supervisors were: shortage of shipment time (65.8%), excessive workload (65.8%), insincerity of subordinates (63.2%), and unauthorised absence of subordinates (50%), while, the major sources of job stress as perceived by the workers were: excessive workload (47.9%), shortage of shipment time (41.5%), shortage of workers (27.5%), risky work (30.1%), and shortage of machine (16.9%). The common sources of job stress as perceived by both the groups were: excessive workload, shortage of shipment time, risky work, and long working hours.