

Original Research Article

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Job Perception and Satisfaction Level of Lady Village Agricultural Workers with their Assigned Job in the Coastal Districts of Odisha

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ABSTRACT

A study entitled “Job Perception and Satisfaction level of Lady Village Agricultural Workers with their assigned job in the Coastal Districts of Odisha” was conducted in all the five coastal districts of Odisha covering 80 number of respondent LVAWs selected for the purpose following Ex-post-facto research design. Data were collected through mailed questionnaire during 2020 followed by statistical analysis with the help of frequency, percentage, mean score, standard deviation and rank order. The major findings of the study revealed that majority of the respondent LVAWs were at medium level of perception about their job, i.e., 75% at medium level followed by 15% at low level and 10% at high level of job perception. After statistical analysis of the data collected with respect to job satisfaction level of LVAWs, the findings indicated that majority i.e., up to the extent of 62.5% were at medium level of job satisfaction followed by 20% at low level and 17.5% were at high level of job satisfaction.

Keywords

Job Satisfaction,
Job Perception,
Respondents,
LVAW

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Introduction

In the context of addressing problems or right application of technologies in the farmer's field by the concerned farmers, if we think, vertically, horizontally, top to bottom, or bottom to top, left to right or right to left, in all manner, we find like 'K' constant for all

equations or a common denominator of all extension approaches is the front line soldiers - the grass root extension functionaries working in the frontiers at the village level. The long organizational hierarchy is designed under the public extension system with various functionaries working at different levels assigned with specific jobs, roles and

responsibilities to discharge. As we know, farm women, who occupy nearly 50% of the agricultural work force in the game of agricultural production and productivity, were assisted, helped and duly advised by Lady Village Agricultural Workers (LVAWs) who were recruited during 80's with the introduction of TEWA (Training and Extension for Women in Agriculture) programme with support of DANIDA (Denmark International Development Agency). In market economy situation, market-led-extension with climate smart agriculture is a real challenge for grass-root level extension functionaries and it is more so with Lady Village Agricultural Workers (LVAWs). In the context of implementation of government programmes over and above the mandated activities, which force the grass root level extension functionaries to shirk from their assigned responsibilities and imbibe no-work culture because of their dissatisfaction with the present situation. Faizuniah *et al.*, (2011) showed that low levels of reward and responsibility leads to low level of job satisfaction. So a major challenge before the government is to derive fully the required outputs in the form of the services from the large chunk of grass-root level extension functionaries particularly the Lady Village Agricultural Workers who are responsible for addressing the problems, woes and queries of farm women who form the major chunk of agricultural work force across the state and at the same time make them feel that they are productive, effective, efficient and most sought-for functionaries and at no point of time they should feel dissatisfied, discouraged, demotivated, disenchanted and find themselves in the domain of NO - WORK CULTURE. Job satisfaction of the employee in an organisation is an important indicator of the health of that organization (Anshida Beevi *et al.*, 2018). According to Armstrong (2006), the term job satisfaction refers to the attitude and feeling of the people has about their work.

Positive and favourable attitudes towards the job indicate job satisfaction. Negative and Unfavourable attitudes towards the job indicate job dissatisfaction.

With this background, an attempt was made to study how the Lady VAWs perceive their job, how they react and how they respond to the various indicators of job perception and factors of job satisfaction with the following specific objectives:

To study the perception of LVAWs about the factors of job satisfaction, and

To study the satisfaction level of LVAWs with their assigned job.

In a simpler language, Job perception can be defined as the process by which an employee organizes and interprets his/her impressions in order to give meaning to his/her environment and thus, it influences significantly his/her workplace behaviour; whereas Job satisfaction can be defined as the extent to which an employee feels self-motivated, contented and satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth, good remuneration and a comfortable work life balance.

Materials and Methods

Out of the 30 districts of the state, five districts lying under coastal belts namely Ganjam, Puri, Khordha, Cuttack, and Balasore were purposively selected with an assumption that maximum number of respondent LVAWs will be available in these districts as these areas are relatively more accessible, and facilities like health, education and other type of infrastructural facilities are available in comparison to other interior districts of the states. The proportionate method of selection of the respondents with a sample size 80

LVAWs at the level of Deputy Director of Agriculture operating in each one of the five selected revenue districts looking into the size of the population of LVAWs working in those districts. Before development of mailed questionnaire a pilot study was made to get acquainted with the study area. The statements recorded in the questionnaire for studying the levels of job perception and job satisfaction were further refined and validated by a panel of ten experts. The developed questionnaire was also pre-tested with 10% of the sample size with respondent LVAWs of the study districts. The revised questionnaire was sent through e-mail to all the respondent LVAWs considered under the study for getting their responses. The responses on job perception was collected accordingly in a 3-point scale such as, 'Agree', 'Can't say' and 'Disagree' with score given as 3, 2 and 1 respectively for each of the 3 types of responses. The level of job satisfaction were assessed on the basis of 4-point scale as 'Strongly satisfied', 'Satisfied', 'Neither satisfied nor dissatisfied' and 'Dissatisfied' which were given the score as 4, 3, 2 and 1 respectively for each of the 4 types of responses. Each of the statements was ranked on the basis of mean perceptual score obtained by the particular perceptual statement. Similarly, the respondent LVAWs were categorised into low, medium, and high level of job perception and job satisfaction on the basis of Mean Score and Standard Deviation (S.D.) of the perceptual score received by the particular respondents. (High level= more than Mean + 1 S.D.; Medium level= between Mean + 1 S.D. and Mean - 1 S.D.; and Low level= less than Mean - 1 S.D.)

Results and Discussion

It is observed from table no.1 that majority of the respondent LVAWs to the tune of 75% have medium level of perception towards their job followed by 15% with low level and 10% with high level of perception. This might be

due to the fact that majority of the LVAWs were not vary conscious about their level of happiness with their job as they simply do it for the sake of earning.

From table no. 2 it is observed that twelve variables such as job likingness, job clarity, knowledge and understanding, good physical health, mental health, independent decision making operating at individual level and variables like family support, support from co-workers, networking at group level along with variables like organisational communication, organisational development, organisational values, ethics and morals, working at organisational level were in 1st rank with a mean score of 3.00 according to the reactions, references and perceptions of respondent LVAWs. These are followed by job security in 2nd rank, leave facilities in 3rd rank, quality of work life at 4th rank, job safety at 5th rank, salary at rank no. 6, on job training facilities at rank no.7, promotion facilities at rank no.8, client support at 9th rank and recognition at 10th rank with mean scores of 2.52, 2.40, 2.30, 2.10, 1.95, 1.92, 1.87, 1.67, and 1.57 respectively. Noble (2008) also reported similar type of findings while studying job security of sales managers. However the perception with respect to transport, infrastructure and residential facilities with least rank at 11th with a mean score of 1.00 was really worrisome because hundred percent of the LVAWs perceived that these facilities were not at all adequate for their job and family comfort. Even, the low mean scores of 1.57 with respect to recognition or reward for their good works and 1.67 with respect to support from clients are a matter of serious concern for the organisation.

As observed in table no. 3, statements which were fully agreed by cent percent respondents are Job likingness, job clarity, knowledge and understanding, physical health, mental health, independent decision making, family support,

and co-worker support. A research finding of Bowling and Hammond (2008) has also consistently found positive relationship between both colleague support and perceived organisational support and satisfaction. Networking, organisational communication, organisational growth, and organisational value are the main indicators of job perception as fully agreed by 100% respondents. However transport facilities, residential facilities and infrastructure facilities are not a matter of job perception as it is seen that 100% percent respondents disagreed with the corresponding perceptual statement. The variables like leave facilities (70.0%), quality of work life (65.0%), job security (52.5%), job safety (52.5%), and client support (52.5%) were agreed by more than half of the respondents according to their level of job perception. Milkovich and Newman (2008) reported that employees' satisfaction with their pay is a function of the discrepancy between employees' perception of 'how much pay they should receive' and 'how much pay they actually receive'. Some of the other individual factors reported by other researchers are the level of job stress (Singh and Singh, 2009), job experience (Kumar and Giri, 2009) and employee work orientation (Donovan *et al.*, 2004)

From table no. 4, it is evident that majority of the respondent LVAWs (62.5%) have medium level of job satisfaction followed by low level of job satisfaction with 20% of the respondent LVAWs and only 17.5% of the respondent LVAWs have shown high level of job satisfaction.

From table no. 5, it is clearly evident that statements against the item numbers 3 (knowledge and understanding), 4 (physical

health), 5 (family support), 6 (independent decision making), 17 (job security), 18 (conducive job environment), 19 (change in job roles), 20 (organisational values, ethics, morals), 21 (working environment), 22 (organization as a whole) and 23 (job likingness) topped in the list with full mean score of 4.0 at 1st rank. Similarly item number 1 is in 2nd rank, item number 16 is in 3rd rank, item number 7 is in 4th rank, item number 2 is in 5th rank, item number 10 is in 6th rank, item number 9 is in 7th rank, item number 15 is in 8th rank, item number 11 is in 9th position, item number 8 is in 10th position, item number 12 in 11th position, item number 14 is in 12th rank, and finally item number 13 is in 13th position with their mean scores of 3.45, 3.25, 3.15, 3.02, 3.00, 2.95, 2.55, 2.25, 2.15, 2.00, 1.90, and 1.57 respectively. The lowest rank as seen in the table was given to promotion prospects by the respondent LVAWs, which may be attributed to the fact that there is no significant difference between the total remuneration which they are getting individually at the moment and what they would get when they would be promoted to the next level in the job hierarchy.

George and Jones (2008) stated that job satisfaction is the collection of feeling and beliefs that people have about their current job. People's levels of degree of job satisfaction can range from extreme satisfaction to extreme dissatisfaction.

Therefore, a further level of the analysis with regard to the job satisfaction of LVAWs was also done on that of type of responses received from LVAWs towards variables based statements which were helpful to the respondents to reflect their point of satisfaction.

Table.1 Perception level of Lady Village Agricultural Workers

(N=80)

Perception Level	Frequency	Percentage
High (> Mean + 1 S.D)	8	10.00%
Medium (Between Mean+1 S.D and Mean- 1 S.D)	60	75.00%
Low (< Mean – 1 S.D)	12	15.00%
Total	80	100.00%

(Mean =73.97; S.D = 2.88)

Table.2 Rank orders of perceptual statements on Job Perception of Respondents.

(N=80).

Sl. No	Statement No.	Perceptual Statement	Mean Score	Rank
1	1	I like my job very much than the job I had already performed before.	3.00	1
2	2	I am having sufficient clarity with regard to the job I perform.	3.00	1
3	3	I am having adequate knowledge and understanding with regard to the nature of job and my roles and responsibilities associated with the job.	3.00	1
4	4	I feel I am physically fit for the job assigned to me.	3.00	1
5	5	My mental health is in proper order to do my job without any difficulties	3.00	1
6	6	I am given opportunity to take independent decision in the job related issues with which I am concerned.	3.00	1
7	7	I get adequate family support to sustain my interest in the job at the time of organisational stress and strain or when I am under any difficulties.	3.00	1
8	8	I get support, cooperation, encouragement from colleagues with whom I work.	3.00	1
9	9	I am able to establish linkages with the sister organisations or institutions for facilitating effective and efficient functioning.	3.00	1
10	20	There is always free interaction with my colleagues across the organisation for achieving organisational objectives.	3.00	1
11	22	Organisation is in readiness to cope with the change introduced and grows significantly to facilitate organisational business.	3.00	1
12	23	The pattern of the behaviour learnt speaks volume about the value, moral and ethics of the organisation.	3.00	1
13	17	There is an absence of fear psychosis on account of losing the job for some mistake.	2.52	2
14	24	Various kind of leave is granted to me in order to help to address or to attend personal issues/matter.	2.40	3
15	21	The working environment ensures inside the organisation	2.30	4

		is conductive.		
16	16	I feel safe in the working environment and able to protect myself from the negative effect.	2.10	5
17	12	I receive handsome salary in time with all arrears due and claims	1.95	6
18	18	There are adequate opportunities for updating and upgrading knowledge and skill of an employee in the organisation.	1.92	7
19	13	I visualise the certainty of getting promotion to next higher cadre in my organisation.	1.87	8
20	10	I get support from the clients or beneficiaries or customers of the very organisation.	1.67	9
21	15	I am recognised, appreciated, awarded, rewarded or praised for doing good work.	1.57	10
22	14	I am given official transport (staff car, bus or even 2 wheelers) for my daily transportation.	1.00	11
23	11	I find myself with proper and adequate infrastructural facilities to carry out my assigned work smoothly.	1.00	11
24	19	Residential accommodation is available inside the campus	1.00	11

Table.3 Reactions of Respondents to perceptual statement

(N=80)

Sl. No	Perceptual Statements	Agree		Can't Say		Disagree	
		F	%	F	%	F	%
1	I like my job very much than the job I had already performed before.	80	100	0	0.00	0	0.00
2	I am having sufficient clarity with regard to the job I perform	80	100	0	0.00	0	0.00
3	I am having adequate knowledge and understanding with regard to the nature of job.	80	100	0	0.00	0	0.00
4	I feel I am physically fit for the job assigned to me.	80	100	0	0.00	0	0.00
5	My mental health is in -proper order to do my job without any difficulties.	80	100	0	0.00	0	0.00
6	I am given opportunity to take independent decision in the job related issues i am concerned for.	80	100	0	0.00	0	0.00
7	I get adequate family support to sustain my interest in the job	80	100	0	0.00	0	0.00
8	I get support, co-operation, encouragement from colleague with whom I work.	80	100	0	0.00	0	0.00
9	I am able to establish linkages with the sister organisations or institutions for facilitating effective and efficient functioning.	80	100	0	0.00	0	0.00
10	I get support from the client or beneficiaries or customers of the very organisation	42	52.5	22	27.5	16	20.5

11	I find myself with proper and adequate infrastructural facilities to carry out my assigned work smoothly.	0	0.00	0	0.00	80	100
12	I receive handsome salary in time with all arrear due and claims	0	0.00	0	0.00	42	52.5
13	I visualise the certainty of getting promotion to next higher cadre in the same organisation or in other organisation.	20	25	30	37.5	30	37.5
14	I am given official transport (staff car, bus or even 2 wheelers for my daily transportation.	0	0.00	0	0.00	80	100
15	I am recognised, appreciated, awarded, rewarded or praised for doing good work.	0	0.00	46	57.5	34	42.5
16	I feel safe in the working environment and able to protect myself from the negative effect.	44	52.5	38	47.5	0	0.00
17	There is absence of fear psychosis on account of losing the job for some mistake.	42	52.5	38	47.5	0	0.00
18	There are adequate opportunities for updating and upgrading the knowledge and skill of an employee in the organisation	20	25	34	42.5	26	32.5
19	Residential accommodations are available inside the campus	0	0.00	0	0.00	80	100
20	There is a free interaction with my colleagues across the organisation for achieving organisational objectives?	80	100	0	0.00	0	0.00
21	The working environment inside the organisation is conducive.	52	65.0	0	0.00	28	35.0
22	When organisation is in readiness to cope with the change introduced and grow significantly to facilitate organisational business.	80	100	0	0.00	0	0.00
23	The pattern of the behaviour learnt which speaks volume about the value moral and ethics of the organisation.	80	100	0	0.00	0	0.00
24	Various kind of leave is granted to the individual in order to help her to address / attend personal issues/matter.	56	70.0	0	0.00	24	30

Table.4 Level of Job Satisfaction of the Respondents

(N=80)

Level	Frequency	Percentage
High (> Mean + 1 S.D)	14	17.5%
Medium (Between Mean+1 S.D and Mean – 1 S.D)	50	62.5%
Low (< Mean – 1 S.D)	16	20.00%
Total	80	100.00%

(Mean = 74.97; S.D = 3.44)

Table.5 Rank Order of Indicative Statement of Job Satisfaction

(N=80)

Sl. No.	Statement No.	Statements	Mean Score	Rank
1	3	Up to what extent are you satisfied with the job because you have adequate knowledge and understanding about the job which you perform at present?	4.00	1
2	4	Up to what extent are you satisfied because you feel physically fit for undertaking the various tasks?	4.00	1
3	5	Up to what extent are you satisfied with the job because it is possible for you to get family support at the time of need?	4.00	1
4	6	Up to what extent are you satisfied with the job because it gives you some sort of freedom and liberty to take independent decision?	4.00	1
5	17	Up to what extent you feel satisfied with issue of your job security.	4.00	1
6	18	Up to what extent you are satisfied with the conducive environment available for your job performance.	4.00	1
7	19	Up to what extent you are satisfied with the introduction of job related changes in your organisation.	4.00	1
8	20	Up to extent you are satisfied because the job you perform is compatible with organisational values, ethics and morals.	4.00	1
9	21	Up to what extent you are satisfied with the job related work life in which you live in and experience so far.	4.00	1
10	22	Up to what extent you are satisfied with your organisation	4.00	1
11	23	Up to what extent you are satisfied with the nature and types of leave which you can avail?	4.00	1
12	1	Up to what extent you are satisfied with the job because it suits to your temperament, nature, taste and hence you like the job very much.	3.45	2
13	16	Up to what extent you are satisfied with the job safety issue?	3.25	3
14	7	Up to what extent are you satisfied with the job because you get tremendous support and encouragement from your esteemed colleagues working about and under you?	3.15	4
15	2	Up to what extent you are satisfied with the job because it has lot of clarity.	3.02	5
16	10	Up to what extent are you satisfied with your job because it enables you to keep linkage with the line department, input agencies, marketing system and banks?	3.00	6
17	9	Up to what extent are you satisfied with your job because you get adequate support, encouragement and appreciation from your clients?	2.95	7
18	15	Up to what extent you are satisfied with job related recognition, appreciation, award and reward provisions made by your office?	2.55	8

19	11	Up to what extent are you satisfied with the job because the required infrastructure relating to your work is available?	2.25	9
20	8	Up to what extent are you satisfied with the job because it is stress free and strain free or absence of any kind of frustration?	2.15	10
21	12	Up to what extent you are satisfied with the salary you are getting for performing your present job?	2.00	11
22	14	Up to what extent you are satisfied with the transport facilities you avail for performing your job?	1.90	12
23	13	Up to what extent you feel satisfied because there are good prospects of your promotions to next higher cadre?	1.57	13

Table.6 Reactions of Respondents to Indicative Statements of Job Satisfaction

(N=80)

Sl.No.	Statements	Strongly Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied	
		F	%	F	%	F	%	F	%
1	Up to what extent you are satisfied with the job because it suits to your temperament nature, taste and hence you like the job very much.	36	55.0	44	45.0	0	0.00	0	0.00
2	Upto what extent you are satisfied with the job because it has lot of clarity.	26	32.5	30	37.5	24	30.0	0	0.00
3	Upto what extent are you satisfied with the job because you have adequate knowledge and understanding about the job which you perform at present?	80	100	0	0.00	0	0.00	0	0.00
4	Upto what extent are you satisfied because you feel physically fit for undertaking the various tasks?	80	100	0	0.00	0	0.00	0	0.00
5	Upto what extent are you satisfied with the job because it is possible for you to get family support at the time of need?	80	100	0	0.00	0	0.00	0	0.00
6	Upto what extent are you satisfied with the job because it gives you some sort of freedom and liberty to take independent decision?	80	100	0	0.00	0	0.00	0	0.00
7	Upto what extent are you satisfied with the job because you get tremendous support and encouragement from your esteemed colleagues working about and under you?	46	57.5	0	0.00	34	42.5	0	0.00
8	Upto what extent are you satisfied with the job because it is stress free and strain free or	24	30.0	0	0.00	20	25.0	36	45.0

	absence of any kind of frustration								
9	Up to what extent are you satisfied with your job because you get adequate support, encouragement and appreciation from your clients	48	60.0	0	0.00	12	15.0	20	25.0
10	Up to what extent are you satisfied with your job because it enables you to keep linkage with the line department, input agencies, marketing system and banks?	20	25.0	40	50.0	20	25.0	0	0.00
11	Up to what extent are you satisfied with the job because the required infrastructure relating to your work is available?	0	0.00	26	32.5	22	27.5	32	40.0
12	Up to what extent you are satisfied with the salary you are getting for performing your present job.	0	0.00	40	50.0	0	0.00	40	50.0
13	Up to what extent you feel satisfied because there are good prospects of your promotions to next higher cadre.	0	0.00	40	5.0	38	47.5	38	47.5
14	Up to what extent you are satisfied with the transport facilities you avail for performing your job.	0	0.00	22	27.5	28	35.0	30	37.5
15	Up to what extent you are satisfied with job related recognition, appreciation, award and reward provisions made by your office.	20	25.0	32	40.0	0	0.00	28	35.0
16	Up to what extent you are satisfied with the job safety issue.	42	52.5	16	20.0	22	27.5	0	0.00
17	Up to what extent you feel satisfied with issue of your job security.	80	100	0	0.00	0	0.00	0	0.00
18	Up to what extent you are satisfied with the conducive environment available for your job performance.	80	100	0	0.00	0	0.00	0	0.00
19	Up to what extent you are satisfied with the introduction of job related changes in your organisation.	80	100	0	0.00	0	0.00	0	0.00
20	Up to extent you are satisfied because the job you perform is compactable with organisational values, ethics and morals.	80	100	0	0.00	0	0.00	0	0.00
21	Up to what extent you are satisfied with the job related work life in which you live in and experience so far.	80	100	0	0.00	0	0.00	0	0.00
22	Up to what extent you are satisfied with your organisation	80	100	0	0.00	0	0.00	0	0.00
23	Up to what extent you are satisfied with the nature and types of leave which you can avail.	80	100	0	0.00	0	0.00	0	0.00

Out of twenty three variables in the form of statements as mentioned in the table no.6 eleven such variables were strongly agreed and satisfied by scent percent, i.e., 100% LVAWs in the study area. This indicates that all the LVAWs were fully satisfied with their knowledge and understanding level (3), physical health (4), family support (5), independent decision making environment (6), job security (17), quality of work life (18), organisational culture (19), organisational value (20), organisational climate (21), organisational development (22), and leaves facilities (23) available with their job. Therefore, it can be concluded that in public extension system the authority as well as all those positioned in the organisational hierarchy are fully aware about the various issues which normally create a feeling of satisfaction among the employees working in the organisational setup, which they understand very important in the context of organisational efficiency and effectiveness in the Agriculture and Farmers Empowerment Department of the Government of Odisha.

Regarding the perception of LVAWs about the factors of job satisfaction, the study revealed that majority of LVAWs (75.00%) are at medium level, followed by at low level (15.00%) and at high level (10.00%) with respect to their perception. The perceptual statements relating to factors like job likingness, job clarity, knowledge and understanding, physical health, mental health, taking independent decision, family support, and co-worker support from colleagues, networking, organisational communication, organisational development, organisational ethics and morals are in 1st rank which indicates that, these factors are perceived better in comparison to other factors in the context of job perception. Closely followed by, two other factors which are at 2nd and 3rd rank are job safety and leaves facilities respectively.

About the satisfaction level of LVAWs with their assigned job, the findings indicate that majority (62.5%) are at medium level of job satisfaction followed by at low level (20%) and are at high level (17.5%) of job satisfaction. The most contributing factors in enhancing the job satisfaction level of LVAWs in real sense were found to be knowledge and understanding, physical health, family support, taking independent decision, job security, quality of work life, organisational culture, organisational value, organisational climate, organisational development, and leaves facilities. Salary being the central point of their job satisfaction level, slight increase in the salary structure perhaps will be more meaningful for them. Since these are government jobs, LVAWs don't want to quite their job and try to pass their time in a very causal manner doing something as a matter of routine without adequate interest, love, dedication and sincerity on account of job dissatisfaction. In this situation, there seems to be only acceptable alternative, that is, to keep these LVAWs on the right track through helping them to derive satisfaction from their present assigned job in order to harness their potentiality in all dimensions of the job efficiency and job effectiveness.

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