. Introduction

Job satisfaction is a widely studied phenomenon. Job satisfaction plays an important role to an employee in terms of health and well being and to an organization in terms of its productivity, absenteeism, and turnover (Vroom, 1964; Kornhauser, 1965; Locke, 1976; and Khaleque, 1979 and 1981).

Job satisfaction and dissatisfaction are a function of the perceived relationship between what one expects and obtains from one’s job and how much importance or values one attributes to it. But these expectation and values are different in different cultures, and in different occupational levels.

Bangladesh is a developing country, facing a lot of problems, and low productivity in industrial sector is a major one and also garment sector is not exception to that. Garment industry has not only emerged as the greatest export earning sector of Bangladesh, but also has opened up tremendous potential opportunities for employment. Presently, it contributes about 62% of total export earnings of the country. The quality and performance of garment industry largely depends on the satisfaction and dissatisfaction of the garment employees. Garment industry plays a vital role for the economic development of the country the quality and performance of garment industry largely depends on the satisfaction and dissatisfaction the workers in garment industry. It has also affected self-actualization, growth process, creativity and innovativeness. Many persons work today not because work offers any pleasure, but there is no other way of earning a living, as indicated by research studies (Ganguli, 1954). Increased employee alienation from the system of work is one of the important facets of work-life these days. Under the circumstance, jobs seem to arouse neither interest nor satisfaction among employees.

At present, garment factories are facing a lot of problems. There must have genuine reasons behind it. Economic reason is undoubtedly one of the major factors but human factor, such as job satisfaction and dissatisfaction of garment employees is equally important, if not more. Though various studies have been conducted in the developed countries on job satisfaction, and its consequences on job behavior; but very few studies have been conducted in Bangladesh and on garment industries in particular. The studies conducted in the developed countries cannot be generalized in Bangladesh due to dissimilarity of socio-economic conditions. Thus, there is a need to conduct a research on garment employees about their job satisfaction, and its
consequences on job behavior. With this end in view, the present study has been designed to conduct a research work on the garment employees’ socio-economic background, job satisfaction, and their consequences on the related issues.

2. Importance of The Study

Garment industry has not only emerged as the greatest export earning sector of Bangladesh, but has also opened up tremendous potential opportunities for employment. This sector contributes about 62% of total export earnings of the country. At present about 3113 ready-made-garment factories are running in Bangladesh. They employed over 12,82,465 workers (BGMEA, 2000). There are many labor-related problems in the garment factories of our country. The problems of employees’ adjustment to their work situation are reflected through their job satisfaction. Job dissatisfaction may lead to increase absenteeism, turnover, and other undesirable behaviors. There are many labor related problems in the garment industry of our country. The problems of workers adjustment to their work situation are reflected through their work situation are reflected through their job satisfaction. Job satisfaction and job stress may lead to increase absenteeism, turnover, and other undesirable behaviors.

The knowledge of socio-economic background, job satisfaction and job behavior is vital towards understanding their problems at their work place. But no substantial work has so far been conducted on socio-economic background, job satisfaction and dissatisfaction, and their consequences on job behavior of the garment employees in Bangladesh. So, there is a need to conduct an in depth research on garment employees regarding their socio-economic background, job satisfaction and job behavior which will help improve satisfaction by reducing dissatisfaction, resulting better industrial relations in garment factories of Bangladesh.