Objectives of The Study

The present study are designed with a view to achieving the following objectives:

1. To observe the socio-economic background of the workers and supervisors of the garment factories;

2. To measure and compare the overall job satisfaction of the workers and supervisors of the garment factories;

3. To examine the influence of personal factors (e.g. age, experience, education, income, sex, and marital status) and job related factors on the overall job satisfaction of the respondents;

4. To investigate the influence of job satisfaction on performance, absenteeism, rate of accident, job stress, and turnover (propensity to quit the job);

5. To assess and compare the need-deficiency of job related factors as perceived by the respondents (supervisors and workers);

6. To identify the major problems (job related, social, and health related) faced and causes of dissatisfaction as perceived by the respondents (supervisors and workers);

7. To identify the major causes of turnover, job stress, and dissatisfaction among the garment employees; and

8. To find out policy formulation in improving job satisfaction, industrial relations, efficiency, and performance of the garment employees in the country.