

Understanding Decent Work, Job Satisfaction and Turnover Intentions amongst the Formal Sector

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Abstract - Employees are a vital for the growth and development of an organization. With growing turnover rates and poor work conditions in organizations often making headlines there is a need to examine employee's perceptions of their work conditions and the effect it has on work related outcomes. The present study examines the associations between, decent work, job satisfaction and turnover intentions among 200 (106 females and 94 males) employees working in the formal sector. The results indicate a positive association between decent work and job satisfaction and negative associations between decent work and turnover intentions as well as between job satisfaction and turnover intentions. Job satisfaction was also seen to mediate the relationship between decent work and turnover intentions underscoring the importance of creating and maintaining decent work conditions that prioritize aspects such as adequate compensation, safe working conditions, free time, access to healthcare and alignment of values.

Keywords: Decent Work, Job Satisfaction, Turnover Intentions, Turnover, Formal Sector.

I. INTRODUCTION

With a population of over 140 crores (WorldBank, 2021) India is on its way to become the world's largest workforce. Interestingly, India is seen to have labor market dualism where majority of the population consists of the informal sector while a very small proportion comprises of the formal sector. The Formal sector in India refers to as business entities which are officially registered and have a regulated status (ILO, 2021; Narayana, 2006). The organized sector is generally referred to as the formal sector. The formal sector includes government and public departments as well as public and private enterprises that employ ten or more people (ILO, Indian Economic Report, 2024). The Psychology of Working Theory (Duffy et al, 2016) has started to gain prominence in the recent years as it is a modern theory built on a holistic approach that helps overcome issues of traditional career counseling theories by addressing new advances in the field, emphasizes on the full scope of work, is inclusive and views work from an individual perspective. It aims to help provide a

framework to understand the psychological and social factors which influence an individual's relationship with their work as work is a factor that has an influence on various aspects of one's life. With decent work being the cornerstone of theory, it also explains how decent work once attained can then potentially lead to numerous beneficial outcomes including-need satisfaction, social connection, work fulfillment and well-being of an employee.

As stated by (Nizami & Prasad, 2017, p.ix) "Although conditions of work are pitiable in the informal sector, there is a need to examine them in the formal sector as well with a view to find status of decent work therein." Contradictory to the beliefs about the typical formal sector employment, researcher (Nizami, 2019) highlighted that only a small proportion of employees from the IT industry had access to the parameters of decent work. Similarly recent research by researchers (Vaidya & Patil, 2022) explored the aspects of decent work in Indian organizations from a qualitative perspective. Here it was seen that despite working in the formal sector employees faced deficits in aspects of decent work. Employees with multiple years of work experiences faced work pressures that interfered with their work life balance and took a toll on them with some even expressing their intentions to leave. Similarly researcher (Jaiswal, 2017) talks about the growing informalization of jobs in India, where even a sector like banking considered to be formal and regulated shows deficits in decent work and quality of work. Likewise, according to the ILO report 2021, Indians worked the longest and were seen to be paid the least with no leisure (Global Wage Report, 2021). This brings forth the question of whether ensuring decent work conditions and ensuring job satisfaction are important factors to investigate while trying to understand employees' intentions to leave. Thus, the present study addresses this question by studying the 3 variables in attempts to find association and possible causal pathways between variables.

Based on this, following hypothesis are formulated:

Hypothesis 1 (H1): Decent Work is Negatively Associated with Turnover intention

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