

Original Article

FEMALE GARMENT WORKERS AND JOB SATISFACTION: A STUDY OF CONTRIBUTING FACTORS

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ABSTRACT

Background: The garment industry is Bangladesh's largest source of employment and its top export earner. The research aims to identify workplace and other factors influencing job satisfaction of female garments workers in Bangladesh.

Methods: The study used a cross-sectional design conducted over a twelve-month period, from January 1, 2019 to December 31, 2019 focusing on female garment workers in a garment factory located in Gazipur. Participants were selected conveniently, based on their involvement in the different sections of garment and their willingness to participate. The sample size consisted of 307 respondents. Data were collected using a semi-structured questionnaire that gathered information on socio-demographic characteristics and identified workplace and other factors influencing job satisfaction.

Results: All of the respondents were female, their mean age was 29.73 ± 7.19 years, mostly were married (84%), and less than half (45.3%) had primary education. The mean of monthly family and personal incomes of the respondents were Tk.17,639.41 \pm 4,292.70 and Tk. 9,047.66 \pm 768.71 respectively. Among the respondents, 39.1% belonged to packing section, and had been in the employment for 4.83 ± 2.51 years. All the respondents worked 8 hours/day for 6 days and their average over time per day was about 2 hours. Among the different socio-demographic and work-related variables the satisfaction scores were found to be influenced by age, monthly personal income, duration of employment, and working section. Binary logistic regression indicated that for every additional unit of duration of employment respondents were 1.15 times more likely to develop higher satisfaction and workers of cutting section were 2.53 times more likely to have high job satisfaction.

Conclusion: Measures need to be taken to alleviate those factors prohibiting high job satisfaction in the garment sectors to promote the female workers in greater contribution in their profession.

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Key words: Female Garment Workers, Factors influencing job satisfaction, Bangladesh.

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INTRODUCTION

The ready-made garments (RMG) sector has been a pivotal force in Bangladesh's economic transformation from a primarily agricultural economy to an industrial one, helping the nation achieve middle-income status. With its high population density and demographic dividend, Bangladesh has leveraged its labor-intensive workforce to propel economic growth through RMG exports.¹ In the 1970s, the country's industrial policy began fostering export-oriented industries, including garments, which now account for over 84.21% of total export earnings.² Starting from only nine export-oriented garment factories in 1978, the

sector has grown dramatically, becoming a global supplier of ready-made garments.³

Historically, jute was Bangladesh's primary export, but declining global demand led to the RMG sector overtaking it in the late 20th century. The sector made its first significant export to the USA in 1978 when Reaz Garments earned \$69,000.¹ The sector now employs approximately 4 million workers, 85% of whom are women. However, this labor force faces significant challenges, including low wages, inadequate working conditions, and poor access to supervisory and management positions.² Female workers, despite their critical role, frequently report dissatisfaction with pay, residential environments, and treatment by superiors.³ As of 2014, the average

wage in the sector was BDT 5,300 per month—low compared to international standards. Job satisfaction, a key factor in workplace productivity, remains low among RMG workers due to poor labor standards, weak law enforcement, and insufficient bargaining power.⁴ Satisfied workers are typically more creative, motivated, and loyal, contributing to higher organizational performance and profitability. Conversely, dissatisfaction leads to higher turnover, reduced quality, and labor unrest, which has plagued the RMG sector in Bangladesh.⁵ Labor unrest, driven by inadequate wages, unsafe working environments, and irregular payments, has disrupted production and harmed the sector's global reputation. In 2013, the USA suspended Bangladesh from the Generalized System of Preferences (GSP) due to noncompliance with labor standards.⁶

Despite growth, 30% of production capacity remains unutilized due to a shortage of skilled labor.⁷ Workers lack opportunities for meaningful participation in decision-making, limiting job satisfaction and productivity. Effective human resource management in the sector recognizes the critical link between employee satisfaction, performance, and customer loyalty. Satisfied employees contribute to competitive advantage and increased revenues.⁴ Addressing factors like wages, compliance, and skill development is crucial for sustainable growth.⁷ Since this sector contributes significantly to job creation, frequent employee job satisfaction monitoring is crucial to the efficient operation of the business.⁸

In conclusion, the RMG sector's success is tied to improving job satisfaction, which influences productivity, product quality, and profitability. While Bangladesh remains a major player in global garment exports, addressing labor grievances and compliance issues is essential to secure long-term sustainability and as well as competitiveness in international markets.⁸

METHODS

This was a cross-sectional study, aimed to assess job satisfaction and associated factors among female garment workers in Bangladesh, involving a sample size of 307 participants, selected by convenience sampling. The study area was stratified into garments. One garment was selected from Gazipur area, located in Bokran, Monipur, Gazipur. Within this factory, eligible female garment workers were identified and selected conveniently based on the inclusion criterion of having at least two years of working experience in the factory. The selected knitting industry had been operating for over 12 years and comprised various units, including knitting, dyeing, washing, cutting, sewing, quality control, finishing, packing, storing, and shipment.

The study period extended from January 1 to December 31, 2019.

The study population consisted of female garment workers aged 20 to 60 years with a minimum of two years of work experience. Workers from different sections such as cutting, sewing, quality control, finishing, packing, storing, and shipment were included. Inclusion criteria required participants to be female, aged between 20 and 60, employed in the garment sector for at least two years, and willing to provide informed written consent. Male workers and non-cooperative participants were excluded. The sample size was calculated using the formula, where $z=1.96$ at a 95% confidence level, $p=9.68\%$ prevalence³, $q=(1-p)$, and $d=0.05$. The calculated sample size was 135, which was doubled to 270 for convenience and increased by 15% to account for non-respondents, leading to a final target of 307.

Data collection instruments included a participant information form outlining study objectives, expectations, and withdrawal rights, and a semi-structured questionnaire capturing socio-demographic information (age, religion, marital status, educational level, family size, income) and workplace factors (personal income, employment duration, working hours, and overtime). A pretest with 10 female workers was conducted in April 2019 to finalize the questionnaire. Data were collected from September to October 2019 through face-to-face interviews, ensuring privacy and informed consent. Data handling involved immediate entry after collection, coding, and processing using SPSS version 25. Descriptive statistics such as frequency, percentage, mean, and standard deviation summarized socio-demographic and workplace variables. Logistic regression was used to examine associations between job satisfaction and predictor variables, assessing the strength of associations after adjustment. Results were presented using tables and graphs.

ETHICAL CONSIDERATIONS

The study protocol was reviewed and approved by the Institutional Review Board (IRB) of the National Institute of Preventive and Social Medicine (NIPSOM), Mohakhali, Dhaka, under the reference number NIPSOM/IRB/2019/162. It was voluntary to join the study. The study was done through collection of data using questionnaire and neither any intervention nor invasive procedures were undertaken. Before initiation of the interview a brief introduction on the aims and objectives of the study was given to the respondents. They were informed about their full right to participate or refuse to participate in the study. The researcher also assured the respondents that there was no invasive procedure included in the study and all the findings of the study would be used for research purpose only. A

complete assurance was given to them that all information provided by them would be kept confidential and their names or anything which can identify them would not be published or exposed anywhere. Their participation and contribution would be acknowledged with due respect. After completion these procedures the interview was started with their due consent and assent.

RESULTS

All of the 307 of the participants were female. The youngest respondent was 21 years of age where the oldest was 55 years of age. The mean age was 29.73 ± 7.19 years. Most 32.9% of the participants were below 25 years, followed by 23.5% were between the age group of 25 to 30 years, 29.3% were belong to the age group of 31 to 36 years and another 14.3% were more than 40 years or older. Most of the respondents (95.1%) were Muslim and 4.9% were

Hindu. Majority 83.7% (257) were married followed by 16% (34) were single. Among 307 study respondents, 43% (132) were never attended on any formal education. Less than half (45.3%) of the respondents had completed primary education and 11.7% had completed secondary education. Maximum family member was 8 and minimum family member was 1 and mean was 4.04 ± 1.38 . 30.6% (94) had equal or less than 3 family members, 66.1% (203) had 4-6 family members and 3.3% (10) had equal or more than 7 family members. Per month income of family was in between 8000 taka to 37375 taka, where mean was 17639 ± 4292.70 . Family income of study respondent, 11.7% (36) got less than 13000 taka monthly, majority 47.9% (147) belonged to 1300-17999 taka monthly, 26.7% (82) earned 18000 taka to 22999 taka monthly and 13.7% (42) earned equal or less than 23000 taka. About 2.3% had one earning member, 72.6% (223) had two earning members, 23.8% (73) had three earning members and 1.3% (4) had four earning members.

Table 1. Socio-Demographic Status of Participants

Variable	Categories	Frequency (n = 307)	Percent (%)	Mean \pm SD	Min	Max
Age	< 25	101	32.9	29.73 ± 7.19	21	55
	25-30	72	23.5			
	31-36	90	29.3			
	> 36	44	14.3			
Religion	Muslim	292	95.1			
	Hindu	15	4.9			
Marital Status	Married	257	83.7			
	Single	50	16.3			
Educational Level	Never attended school	132	43.0			
	Primary	139	45.3			
	Secondary	36	11.7			
Family Members	≤ 3	94	30.6	4.07 ± 1.38	1	8
	4-6	203	66.1			
	≥ 7	10	3.3			
Monthly Family Income (Taka)	< 13000	36	11.7	17639.41 ± 4292.70	8000	37375
	13000-17999	147	47.9			
	18000-22999	82	26.7			
	≥ 23000	42	13.7			
Earning Family Members	1	7	2.3			
	2	223	72.6			
	3	73	23.8			
	4	4	1.3			

From above socio demographic characteristics (Table 1), the maximum and minimum job satisfaction score in terms of age classification, the maximum job satisfaction score was 84 for age group less than 25 where minimum satisfaction score was age 55 for age group less than 25 or age

group (25-30). There was significant difference ($p < 0.05$) in terms of age group. On the other hand, the maximum job satisfaction score was 84 for workers who were single and minimum satisfaction score was 55 for married works. There was no significant difference ($p > 0.05$) in terms of marital

status group. For religion, the maximum job satisfaction score was 84 for Muslim where minimum satisfaction score was 55 for Muslim. There was no significant difference ($p>.05$) in terms of religion of respondents. From above, the maximum job satisfaction score was 84 for workers who never go to school and minimum satisfaction score was 55 for workers who never go to school and

who had primary education. There was no significant difference ($p>.05$) in terms of educational status of respondent. On the other hand, the maximum job satisfaction score was 84 for workers who were single and minimum satisfaction score was 55 for married workers. There was no significant difference ($p>.05$) in terms of marital status group (Table-2).

Table 2. Comparison of socio demographic characteristics by overall job satisfaction score

Characteristic		Overall job satisfaction*			Test of significance
		Mean SD	Minimum	Maximum	
Age group	<25	72.49±5.88	55	84	F= 3.040 p=0.029
	25-30	73.47±4.229	55	82	
	31-36	73.92±4.890	56	82	
	>36	71.36±4.842	61	80	
Educational status	Never went to school	73.02±5.367	55	84	F=1.397 p=.249
	Primary	72.62±4.911	55	82	
	Secondary	74.22±5.166	56	82	
Family income monthly	<13000	72.11±4.553	65	82	F=.708 p=.548
	13000-17999	72.81±5.282	55	84	
	18000-22999	73.40±4.825	59	81	
	=>23000	73.48±5.782	55	82	
Family size	≤ 3	73.06±4.953	61	82	F=.127 p=.881
	4-6	72.98±5.295	55	84	
	=>7	72.20±4.211	66	78	
Earning family member	1	74.71±3.251	71	80	F=.562 p=.640
	2	72.81±5.163	55	84	
	3	73.23±5.192	55	82	
	4	74.75±6.898	66	82	

*The mean difference is significant at 0.05 level.

Among 307 workers, all the respondents were worked 8 hours per day for 6 days and their average over time per week were about 2 hours per days. Per month personal income was in between 8000 to 10775 taka, where mean was 9047.66±768.71. 39.4% (121) earned less than 9000 taka per month, majority 50.2% (154) belonged to 9000 taka to 9999 taka per month and 10.4% (32) got salary equal or more than 10000 taka. About 45.3% (139) had been working in this garment for less than or equal 3 years, 40.4% (124) had been working there for 4 to

8 years and 14.3% (44) had been working more than or equal for 9 years. Among all respondents, 2.9% (9) were working in cutting section, 16.9% (52) were working in sewing section, 12.1% (37) were working in quality control section, 17.9% (55) were working in finishing section, 39.1% (120) were working in packing section and 11.1% (34) was working in other section. Storage section, maintenance section, health care providers, cleaners, day care providers all were included in other section.

Table 3. workplace-related factors of Participants

Variable	Categories	Frequency (n = 307)	Percent (%)	Mean ± SD	Min	Max
Monthly Personal Income (Taka)	< 9000	121	39.4	9047.66 ± 768.71	8000	10775
	9000-9999	154	50.2			
	≥ 10000	32	10.4			
Duration of Employment (Years)	≤ 3	139	45.3	4.83 ± 2.51	3	17
	4 - 8	124	40.4			

	≥ 9	44	14.3
Working Section	Cutting	9	2.9
	Sewing	52	16.9
	Quality Control	37	12.1
	Finishing	55	17.9
	Packing	120	39.1
	Others (Storage, Maintenance, Health Care, etc.)	34	11.1
Working Hours	Standard (8 hours/day, 6 days/week)	307	100
Overtime	Average overtime per day	-	2 hours/day

From above work place characteristics (Table 3), the maximum and minimum job satisfaction score in terms of monthly personal income classification, the maximum job satisfaction was 84 for income group taka (9000-10000) where minimum satisfaction level was age 55 for income group less than 9000 taka or income group (9000-10000) taka. There was a strong significant difference ($p < .05$) in terms of personal monthly income group. On the other hand, the maximum job satisfaction score was 84 for

workers who were working equal or less than 3 years, and minimum satisfaction score was 55 for workers who worked (4-8) years. There was a significant difference ($p < .05$) in terms of duration of employment. For working section, the maximum job satisfaction score was 84 for quality control section where minimum satisfaction score was 55 for finishing and quality control. There was a significant difference ($p < .05$) in terms of working section of respondent.

Table 4. Comparison of work place factors by overall job satisfaction score

Characteristics		Overall job satisfaction*			Test of significance
		Mean \pm SD	Min.	Max.	
Personal income monthly	<9000	71.89 \pm 6.085	55	82	F=7.113 p=.001
	9000-10000	73.31 \pm 4.310	55	84	
	>10000	75.50 \pm 3.8660	66	81	
Duration of employment	=<3	72.47 \pm 5.632	55	84	F= 3.801 p=0.023
	4-8	72.87 \pm 4.899	55	82	
	=>9	74.89 \pm 3.731	66	81	
Working section	Cutting	75.00 \pm 3.536	68	79	F= 3.618 p=0.003
	Sewing	74.85 \pm 3.967	61	81	
	Quality control	73.05 \pm 5.517	55	84	
	Finishing	72.51 \pm 5.683	55	82	
	Packing	72.94 \pm 4.910	56	82	
	Others	70.38 \pm 5.614	60	80	

*The mean difference is significant at .05 level.

Binominal logistic regression was performed to assess the impact of number of factors on the likelihood that respondent would have job satisfaction (Table 05). The full model containing some predictors who were statistically significant, χ^2 (14, N=307) =22.734, $p < .001$, indicating the model was able to distinguish between respondent who reported and did not report job satisfaction. The model as a whole explained between 7.1% (Cox and Snell R square) and 10.4% (Nagelkerke R square) of the variance in job satisfaction and correctly classified 71.7% of cases. As the table shown, two of independent variables (Duration of employment

and cutting section) made a unique statistically significant contribution to model ($p=0.040$, $p=.013$) respectively. The strongest predictor of reporting high satisfaction was cutting section recording in odds ratio 2.527. This indicated that workers who work in cutting section 2.527 times more likely to report job satisfaction than who working another section, controlling for all other factors in the model. Odds ratio of 1.149 for duration of employment per year, indicating that for every additional year of employment, respondents were 1.149times more likely to report job satisfaction (Table-5).

Table- 5. Logistic regression predicting likelihood of predicting overall satisfaction

Characteristics		B	S. E	Wald	df	p	Odds Ratio	95% C.I for odds ratio	
								Lower	Upper
Age		-.038	.027	1.943	1	.163	.963	.913	1.016
Religion		-.403	.659	.375	1	.540	.668	.184	2.429
Educational status		.045	.227	.039	1	.843	1.046	.670	1.632
Monthly personal income		.000	.000	.004	1	.948	1.000	1.000	1.000
Monthly family income		.000	.000	1.723	1	.189	1.000	1.000	1.000
Family size		-.181	.124	2.124	1	.145	.834	.653	1.065
Earning member		.057	.502	.013	1	.909	1.059	.396	2.834
Duration of employment		.139	.068	4.223	1	.040	1.149	1.006	1.312
Working section	Packing			7.739	5	.171			
	Cutting	.927	.372	6.226	1	.013	2.527	1.220	5.236
	Sewing	1.086	.749	2.101	1	.147	2.962	.682	12.856
	Quality control	.434	.458	.897	1	.343	1.544	.629	.514
	Finishing	.161	.398	.165	1	.685	1.175	.539	2.561
	Others	.016	.590	.001	1	.978	1.016	.320	3.229
Marital status		-.056	.378	.022	1	.882	.945	.451	1.983

DISCUSSION

This was a cross-sectional study designed and conducted in one ready-made garment factory of Gazipur with the objective of assessing job satisfaction related factors in female garment workers. To find out the socio-demographic condition (age, religion, marital status, educational level, family member, monthly family income, earning member) and work place related factors (personal monthly income, duration of employment, working section, working hour per day and average over time per week) by a semi structured questionnaire. In this study, the age of the workers ranged between 20-55 years. The mean age was 29.73 ± 7.19 years and most 32.9% of the respondents were below 25 years. According to another study³ age group was below 25 years includes highest (51.5%) number of respondents. Another study⁷ found that, majority 50% of the participants were below 24 years. Among 307 respondents who participated in this study, 95.1% (292) were Muslim and 4.9% (15) were Hindu. Another same type of study⁷ found 88% were Muslim, 4% were Hindu, 4% were Buddhist and 4% were Christian. Most of the workers were married 84% and 16% were single (unmarried/ widowed/ divorced) which is similar to the another study⁷, where 50% was married and 24 % was unmarried, 24 % was divorced, 2% was widow. Another study⁶ found that 41% was married and 43.6 % was unmarried, 7.7 % was divorced, and 7.7% was widow. In this study, 43% (132) were never attended on any formal education. Majority 45.3% of the

respondents had completed primary education and 11.7% had completed secondary education. According to other study⁷, percentage of the respondents had completed primary education and majority 40% had completed secondary education <28% had higher secondary education and 2% had bachelor degree. In another study⁶, found that 34.2% had primary education, 61.5% was completed class 8 and 3.4% had passed SSC. Among 307 study respondents, maximum family member was 8 and minimum family member was 1 and mean was 4.04 ± 1.38 . 30.6% (94) had equal or less than 3 family members, 66.1% (203) had 4-6 family members and 3.3% (10) had equal or more than 7 family members. According to another study⁹, about 46.7% workers have (1-4) family members, 8.8% workers have (5-8) family members. Maximum family member was 12 and minimum is 1.

In current study, monthly family income was in between 8000 taka to 37375 taka, where mean was 17639 ± 4292.70 . Family income of study respondent, 11.7% (36) got less than 13000 taka monthly, majority 47.9% (147) belonged to 1300-17999 taka monthly, 26.7% (82) earned 18000 taka to 22999 taka monthly and 13.7% (42) earned equal or less than 23000 taka. During this study, 2.3% had one earning member, 72.6 % (223) had two earning members, 23.8% (73) had three earning members and 1.3 % (4) had four earning members. In present study, per month personal income was in between 8000 to 10775 taka, where mean was 9047.66 ± 768.71 . 39.4% (121) earned less than 9000 taka per month, majority 50.2% (154) belonged to

9000 taka to 9999 taka per month and 10.4% (32) got salary equal or more than 10000 taka. Compared to other study⁶, found that, 6.5% earned less than 3000 taka per month, 9.9 % had earned 3001 to 4000 taka, 17.7 % earned 4001 to 5000 and 65.9% had earned 5001 to onwards. According to other similar type of study⁷, 44% earned Tk 1450- 2500, 44% got salary Tk 2501-6500, 02% belonged to Tk 6501-7500. Among all the respondents, 45.3% (139) had been working in this garment for less than or equal 3 years, 40.4% (124) had been working there for 4 to 8 years and 14.3% (44) had been working more than or equal for 9 years. Another study⁶ found 68.4% worked less than 1 year, 000000023.9% worked less than 2 years, 3.4% worked between 2- 3 years and other workers worked more than 4 years. Another study⁷ 20% had 2 years of duration of services, 40% had 3 years of duration of service, 28% had 4 years of duration of service and 12% had 5 years of duration of services. In a different study⁵, among 100 respondents, 23% were working about 3- 5 years and 5% were working more than 5 years. In this study, among 307 workers, all the respondents were worked 8 hours per day for 6 days which is similar to the study findings of all workers were worked 8 hours per day for 6 days.⁷ In this study, average over time per day were about 2 hours per day which is similar to average over time per week were about 1-2 hours per week in a different study.⁷

In terms of age, the maximum job satisfaction level was 84 for age group less than 25 where minimum satisfaction level was age 55 for age group less than 25 or age group (25-30). There was significant difference ($p < .05$). Among (31-36) age group, 10.4% had high degree of satisfaction and 18.9% had average satisfaction. On the other hand, job satisfaction level in reference to marital status. Mean job satisfaction score for married workers were 72.85 ± 5.047 and single for 73.64 ± 5.649 . The mean difference $-.234$ was not statistically significant ($t = .995$, $df = 305$, $sig = .321$). Married 22.5% had high degree of satisfaction and 61.2% had average satisfaction. Single had 4.6% had high degree of satisfaction and 11.7% had average satisfaction. There was no significant difference ($p > .05$) in terms of marital status group. For religion, mean job satisfaction score for Muslim workers were 72.97 ± 5.120 and Hindu for 73.20 ± 5.858 . The mean difference $-.792$ was not statistically significant ($t = .172$, $df = 305$, $sig = .864$). 25.7% Muslim had high degree of satisfaction and 69.4% had average satisfaction. 1.3% Hindu had high degree of satisfaction and 3.6% had average satisfaction. There was no significant difference ($p > .05$) in terms of religion of respondent. In term of educational status, the maximum job satisfaction score was 84 for workers who never go to school and minimum satisfaction score was 55 for workers who never go to school and who had primary education. 12.1% with never go to school had high degree of

satisfaction and 30.9% had average satisfaction. 10.4% with primary educated respondent had high degree of satisfaction and 34.9% had average satisfaction. There was no significant difference ($p > .05$) in terms of educational status of respondent.

In present study, the maximum job satisfaction score was 84 and minimum score was 55 for workers with family income of Tk 13000-17999. 12.7% with family income taka (13000 to 17999) had high degree of satisfaction and 35.2% had average satisfaction. Furthermore, no significant association ($p > .05$) between monthly family income and general satisfaction level. In terms of earning family member, the maximum score was 84 and minimum score was 55 with 2 earning family members. 18.6% with 2 earning member of family had high degree of satisfaction and 54.1% had average satisfaction. Furthermore, no significant association ($p > .05$) between earning member of family and general satisfaction level. For family size, the maximum score was 84 for workers and minimum score was 55 with the 4-6 family members. 17.6% in (4-6) family members had high degree of satisfaction and 48.5% had average satisfaction. Furthermore, no significant association ($p > .05$) between family size and general satisfaction level.

For work place characteristics, the maximum job satisfaction was 84 for personal income group taka (9000-10000) where minimum satisfaction level was age 55 for personal income group less than 9000 taka or income group (9000-10000) taka. 12.1% of workers who worked having a monthly personal income of Taka (9000 -10000) and 9.8% workers having a monthly income less than 9000 taka. There was a strong significant difference ($p < .05$) in terms of personal monthly income group. On the other hand, the maximum job satisfaction score was 84 for workers who were working equal or less than 3 years, and minimum satisfaction score was 55 for workers who worked (4-8) years. High degree of satisfaction was more prevalent among 11.7% workers who worked equal or less than 3 years and among 10.1% workers who worked (4-8) years and among 5.2% workers who worked equal or more than 9 years. There was no significant difference ($p < .05$) in terms of duration of employment.

For working section, the maximum job satisfaction was 84 for quality control section where minimum satisfaction level was 55 for finishing and quality control. 7.2% workers of sewing section had high degree of satisfaction was more prevalent, 2.9% workers of cutting section, 3.6% workers of quality section, 8.8% workers of packing section and 4.2% workers of finishing section had high degree of satisfaction. There was a significant difference ($p < .05$) in terms of working section of respondent. In current study, direct logistic regression was performed to assess the impact of a number of

factors on the likelihood that respondent would have job satisfaction. Regarding job satisfaction age, religion, education, family size, earning member and marital status. Two of independent variables made a unique statistically significant contribution to model (Duration of employment and cutting section). The strongest predictor of reporting job satisfaction was cutting section recording in odds ratio 2.527. This indicated that workers who work in cutting section 2.527 times more likely to report job satisfaction than who working another section, controlling for all other factors in the model. Every additional odds ratio of 1.149 for duration of employment per year less than 1, indicating that for every additional year of employment, respondents were 1.149 times less likely to job satisfaction.

Job satisfaction is influenced by various factors related to work conditions, personal attributes, and management practices. According to another study⁴, key elements affecting employee satisfaction include a meaningful work profile, supportive relationships with supervisors, and access to tools and training. Participative leadership enhances satisfaction, while competitive pay packages and recognition for performance further boost morale. Career development opportunities and honest communication also contribute positively to employee contentment. Another study¹⁰, emphasized autonomy, benefits, job security, flexibility, and corporate culture as additional determinants of satisfaction. Relationships with coworkers, opportunities to use skills, and management's commitment to professional growth are also significant. In a similar study¹¹, categorized job satisfaction drivers into personal factors (age, gender, education), job characteristics (type of work, work location), and management-controlled factors like wages, supervision quality, and job stability. According to another study¹², the nature of work itself is central—tasks should be mentally engaging and meaningful. Fair pay, promotion opportunities, supportive peers, competent supervisors, and trustworthy leadership are vital. Competitive benefits and safe working conditions further enhance satisfaction. Together, these aspects form a holistic view of what drives employee fulfillment in the workplace.

CONCLUSION

This cross-sectional study was conducted among female garment workers employed in various sections of a selected garment factory, aiming to identify their job satisfaction associated influencing factors. Analysis of socio-demographic and work-related factors indicates that job satisfaction scores were significantly affected by age, monthly personal income, length of employment, and the specific section in which the workers were employed.

These insights highlight the need for targeted interventions to address the barriers that hinder higher levels of job satisfaction. Enhancing workplace conditions, offering fair and competitive wages, providing professional development opportunities, and fostering supportive work environments can contribute to improving job satisfaction among female garment workers. Such measures are crucial not only for the well-being and motivation of the workforce but also for promoting greater productivity and engagement, enabling these workers to make a more substantial contribution to the industry and their profession.

RECOMMENDATIONS

- Periodic review of pay scale has to be ensured regularly keeping in consideration with changing market condition.
- Reassignment to different sections has to be ensured in accordance with their skills, experience and preferences.
- Scopes of training and education for female garment workers have to be enhanced.
- Random sampling, assortment of data from different garment industries covering all sections and interview at home in more informal ambience could produce better result.

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