

Thesis for the Degree of Master of Education

The Relationship between Job Satisfaction and Life Satisfaction of Bangladeshi Migrant Workers in South Korea

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Satisfaction and Life Satisfaction
of Bangladeshi Migrant Workers in
South Korea

(한국의 방글라데시 이주노동자들의
직업만족도와 생활만족도의 관계)

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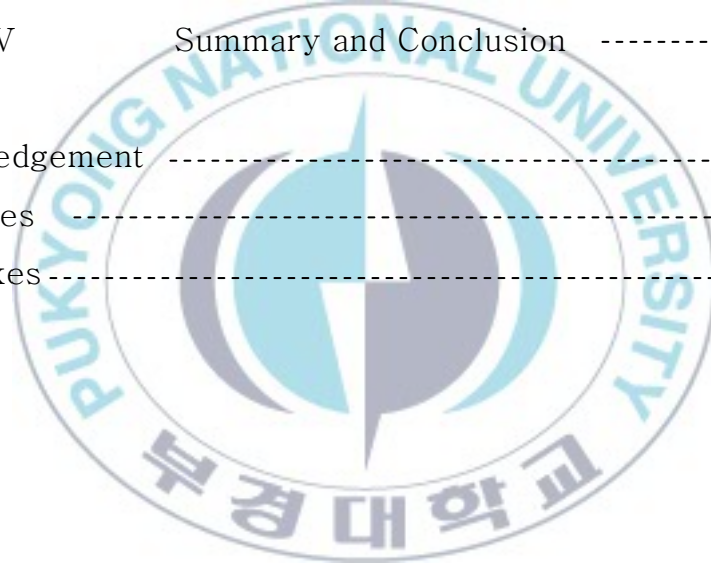
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Abstract

This particular quantitative survey based research was aimed to investigate the relationship of job satisfaction and life satisfaction in addition with the demographic profile of Bangladeshi migrant workers in some of the region in South Korea. A total of 200 respondents (100 from Gimhae, 40 from Incheon and 60 from Masan) were investigated with the established demographic profile, job satisfaction and life satisfaction questionnaires.

The age distribution of the respondent is showed that most of the people are in the range of 30–40 years of age (58%) whereas others (41.5%) are in the range of 20–30 years of age. The largest numbers of respondents (40%) were coming from the southern part of the Bangladesh, Khulna and the second largest (23.5%) from the capital city, Dhaka. Most of the respondents (62%) are married. The highest level of education is high school, 70%. And most of the people (62%) are doing as a manufacturer or production related work in different industry.

In this study, the “ α ” value of job satisfaction is 0.71, and life satisfaction is 0.72 respectively. Job Satisfaction Survey (Paul E. Spector, 1985) was selected to measure job satisfaction and Life Satisfaction Survey

(Thomas M. Krapu, Lynn Meinke, Lisa Kramer, Roy Friedman, and John Voda) was selected to measure life satisfaction. The multiple item questionnaires were analyzed using regression model and the results showed strong relationships between job and life satisfaction.

Key words: Job satisfaction, life satisfaction, Bangladeshi migrant workers.



I. INTRODUCTION

1. Setting the problem of the study

With the economic and technological development in the society, people place more importance on the quality of life than before. Nowadays, people emphasize not only work environment, but also non-work related life. Therefore, understanding employees' life satisfaction is becoming more important in this twenty first century. A Pan-EU study (EC, 2006) found that when people are satisfied with their jobs, they are satisfied with their non-work related life and become happier. Developed countries are paying much attention to understand citizens' life satisfaction (Lian, 2008).

Migration, globalization, and human rights have emerged as central social, economic, and political challenges reshaping the world at the turn of the century. The most immediate challenge facing societies worldwide is the appalling rise in violence against migrant workers and restrictive government measures that undermine the basic human rights of millions of migrant workers and their families. Why does one become a migrant worker? A simplest answer based on conventional wisdom will be that economic concern or aspirations for a good life are primary reasons for decision to migrate. Literature on economic aspects of migration, focusing mostly on remittance and investment of money earned overseas is rich (IOM, 2002).

According to UN estimates, over 190 million people are now living permanently or temporarily outside their countries of origin. One out

of every 35 people worldwide is currently an international migrant. This vast number includes migrant workers and their families, refugees, asylum seekers, and immigrants. These migrants workers often become universal “scapegoats,” targeted for violence and excluded from legal protections in many places due to their immigration status or nationality. The increased designation of migrants as “illegal,” further aggravates the deprivation of rights entitled to everyone under international human rights law. Historically, very little international attention, advocacy, and public education had been devoted to upholding the human rights and dignity of migrants other than refugees, despite the elaboration of international human rights standards for migrants and declarations in international conferences calling for cooperation towards the protection of migrants’ rights.

According to the Bureau of Manpower, Employment and Training (BMET, 2010), Ministry of expatriates, welfare and overseas employment, Govt. of the people’s republic of Bangladesh, from 1976 to 2010, there 24,113 peoples are permitted to come in South Korea as migrant workers. But there is no rigid data about the total numbers of Bangladeshi migrants workers in South Korea because of illegal visa status. Most of the illegal workers are doing 3D (Dirty, Dangerous & Difficult) jobs in different types of industry. As South Korea is not signed or ratified the United Nations International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, there are so many evidence that directly violating the human rights of the migrant’s workers. Bangladesh is one of the leading countries to send skilled or semiskilled workers to

the developed countries signed that convention in 1998. The Bangladesh Migrant Centre (BMC) is the only organization of Bangladeshi migrant workers that is operating both in Bangladesh as well as in a receiving country, South Korea. It aims to provide support to the Bangladeshi migrant workers in Korea. It has been engaged in monitoring treatment of Bangladeshi workers in Korea. Its major concern has been to ensure that workers are treated on the basis of Labour Law, Labour Standard Law, Labour Protection Law, and human rights law in Korea. So, this research problem gives the opportunity to find out the Bangladeshi migrant worker's life satisfaction related with their individual job satisfaction which is one of the basic human right issues.

2. Objectives of the study

This research aims at contributing to understanding contemporary studies on Bangladeshi migrant workers and looks into demographic profiles, their job satisfaction and life satisfaction. This study specially seeks:

1. To identify the demographic characteristics of the Bangladeshi migrant workers in Korea.
2. To identify the relationship between job satisfaction and life satisfaction of the Bangladeshi migrant workers in Korea.

II. LITERATURE REVIEW

1. Job satisfaction

Job satisfaction is characterized as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences” (Locke, 1976). Generally, it is assumed that satisfaction with work positively affects total well-being. Moreover, reported satisfaction with work relates to various observable labor market events, such as quits and labor mobility, but also union membership. Studying the subject of job satisfaction may therefore provide very interesting and usable relationships.

It can be an important indicator of how workers feel about their jobs and a predictor of work behaviors such as organizational citizenship, absenteeism, and turnover. Further, job satisfaction can partially mediate the relationship of personality variables and deviant work behaviors (Mount, 2006).

Sociologists and psychologists have been investigating human behavior based on subjective data for many years. The results of their research are considered significant and are widely accepted and used in other fields of research. According to sociologists and psychologists, job satisfaction is closely related to individual life satisfaction. They also regard the level of individual life satisfaction to reveal information on the distribution of welfare within a society (Nuland, 2007).

2. Life satisfaction

Life satisfaction was defined as an individual' s global assessment of his or her life in positive terms (Diener, Suh, Lucas, & Smith, 1999). Life satisfaction is also defined as an overall assessment of feelings and attitudes about one' s life at a particular point in time ranging from negative to positive. Subjective life satisfaction is a measure of an individual's perceived level of wellbeing and happiness. It is frequently assessed in surveys, by asking individuals how satisfied they are with their own lives (Noviantro and Jheng, 2010).

Life satisfaction is one factor in the more general construct of subjective well being. Life satisfaction is distinguished from affective appraisal in that it is more cognitively than emotionally driven. Life satisfaction can be assessed specific to a particular domain of life (e.g., work, family) or globally (Noviantro and Jheng, 2010).

3. Job satisfaction and life satisfaction relationship

One common research finding is that job satisfaction is correlated with life satisfaction (Rain, 1991). This correlation is reciprocal, meaning people who are satisfied with life tend to be satisfied with their job and people who are satisfied with their job tend to be satisfied with life. However, some research has found that job satisfaction is not significantly related to life satisfaction when other variables such as non-work satisfaction and core self-evaluations are taken into account (Rode, 2004).

Research has established the relationship between job and life satisfaction as being significant and positive (Pearson product moments ranging from 0.31 to 0.44) (De Cuyper & De Witte, 2006; Moser & Schuler, 2004; Rode, 2004). Three perspectives are often suggested to explain the significant job–life satisfaction correlation (Rode, 2004). The first assumes that job and life satisfaction are the same construct, with job satisfaction serving as an underlying dimension of overall life satisfaction. The second approach assumes a more top–down approach in which life satisfaction influences job satisfaction, such that those who have a disposition to be satisfied in life also tend to find satisfaction on the job. A final approach assumes a more bottom–down approach in which common influences generate the relationship between the two variables. Thus this approach assumes that the significant relationship between life and job satisfaction is the result of spurious correlation.

Despite the number of approaches that have been introduced to explain why the relationship exists, research clearly distinguishing causality has continued to elude researchers (Rode, 2004). In a study designed to specifically distinguish the cross–sectional and longitudinal nature of the job–life satisfaction relationship, Judge and Watanabe (1993) supported the two constructs as reciprocal, with life satisfaction exerting a significantly stronger effect on job satisfaction. However, it has been suggested that future studies focus on exploring the role additional individual and work factors (e.g., cognitive processes, workload, core–self evaluations (CSE), etc.) play in explaining the causal nature of the job–life satisfaction relationship (Judge & Watanabe, 1993; Moser and Schuler, 2004, Rode, 2004).

4. Migrant workers

The term ‘migrant worker’ has different official meanings and connotations in different parts of the world. The United Nations' definition is broad, including any people working outside of their home country. The term can also be used to describe someone who migrates within a country, possibly their own, in order to pursue work such as seasonal work. The United Nations Convention on the Protection of the Rights of All Migrant Workers’ and Members of Their Families defines migrant worker as follows, "Foreign migrant workers are foreigners admitted by the receiving State for the specific purpose of exercising an economic activity remunerated from within the receiving country. Their length of stay is usually restricted as is the type of employment they can hold" (Wikipedia).

5. Foreign remittance and Bangladesh economy

Over last 35 years or so, Bangladesh economy has been increasingly integrating with global economy. The external sector, including export of human resources, has played an important role towards the improvement of its macroeconomic performance.

According to the foreign ministry, Bangladesh in 1981, the external sector accounted for 13.5% of gross domestic product (GDP), which more than tripled to 40.2% by 2010. Trade integration of Bangladesh's economy with the global market registered a remarkable rise during the same period, indicating a strong structural transformation from being aid-dependent to being trade-reliant.

Consequently, the share of overseas development assistance (ODA) in GDP declined from 5.6% in 1991 to 2.1% in 2010. Total export stood at \$16.2 billion and imports at \$23.7 billion in 2010 compared to \$725 million and \$ 2 billion respectively in 1991. Against this encouraging performance of the external sector, remittance, despite some recent slides, has been increasing at an overwhelming rate. It recorded \$1.7 billion, which was 2.5% of GDP in 1991, and surpassed the \$10 billion threshold in 2010, accounting for 11% of the total GDP of Bangladesh. The ODA flow was 3 times more than remittance in the 1980s and 1990s, but lately, this trend has reversed and the latter has overtaken ODA by about 5 times (MOFA, 2011).

Table 1. Remittance earned by year (BMET, 2010)

Months	Overseas Employment			Remittance (Million US\$)		
	2009	2010	% increase	2009	2010	% increase
Jan	50,632	33,847	-33.15	859.00	952.39	10.87
Feb	43,856	27,049	-38.32	784.47	827.96	5.54
Mar	42,945	38,244	-10.95	885.67	956.49	8.00
April	39,049	35,674	-8.71	840.99	922.16	9.65
May	35,850	33,239	-7.28	895.30	903.05	0.87
June	38,568	34,798	-9.77	919.10	892.15	-2.93
July	38,025	28,347	-25.45	885.38	857.31	-3.17
Aug	38,434	31,785	-17.30	935.15	963.92	3.08
Sep	30,812	28,948	-6.05	887.57	837.71	-5.62
Oct	43,334	32,363	-25.32	900.70	923.85	2.57
Nov	39,607	31,835	-19.62	1050.54	945.99	-9.95
Dec	34,166	-	-100.00	873.86	-	-100.00
Total	475,278	356,102	-25.08	10717.73	9982.98	-6.86

Bangladesh is an exporter of professional, skilled, semi-skilled, and unskilled workers to more than 22 countries. The number of Bangladeshi workers going abroad has increased from only 6,087 in 1976 to 475,300 in 2010, with the highest being 875,000 in 2008. Saudi Arabia remains the largest importer of workers from Bangladesh, accounting for the lion's share of total workers who went abroad during the 1976–2010 period. The United Arab Emirates (UAE) and Malaysia are the other two important destinations for Bangladeshi workers. Bangladeshi migrants are also working in the USA, the UK, Australia, Canada, Germany, France, Italy, Switzerland, New Zealand, Belgium, the Netherlands, South Africa, Japan, Mauritius, Jordan, and Lebanon. Between 1976 and 2010, about 7.5 million workers went abroad with temporary work permit to the Middle East, Asia, Africa, and Europe. This is about 12.7% of total labor force of the country. The buoyancy of remittances during 1991–2010 has mainly taken place in view of the rise in the number of short-term migrants to Middle East countries such as Saudi Arabia, Kuwait, the UAE, Qatar, Oman, Libya, Bahrain, Iran, and to Asian countries such as Malaysia, South Korea, Singapore, Hong Kong, and Brunei (MOFA, 2011).

Most of the human resources sent by Bangladesh are in the category of less skilled and semiskilled. During 1976–2010, the share of unskilled workers accounted for about 49% in total overseas employment while the share of professionals was only 3.7 %. A recent decelerating trend has been observed in case of overseas migration. There was almost 25% decline in the outflow of migrant workers and only 2.49% increase (while the previous increase figures

used to be in the range of 15–20%) in the inward remittance during 8 months of the fiscal year (FY) 2011 against the same period in FY10. The decline in overseas migration during this period was due to decline of workers export to the Saudi Arabia and the UAE, two major destinations of Bangladeshi workers, by 51.7% and 10.3% respectively (MOFA, 2011).

The issue of short-term labor migration in various trade and economic cooperation agreements may be pursued to increase overseas employment. Bi-lateral agreements can increase the benefits of temporary movements of labor for countries of origin through greater certainty of access and enabling conditions. Such agreements can ensure that credentials of migrant workers are accepted in the destination countries. Information on demand for labor in various sectors in destination countries, adequate bargaining power to negotiate the terms and conditions of employment are pre-requisites for successful agreements. Bi-lateral agreements can include provisions such as monitoring and managing migrations (MOFA, 2011).

Bangladesh, being a labor surplus country, with above average work ethics, has the potential to become a key global player as a source country for the supply of less skilled human resources to developed countries. Managing the flow of workers through maximizing the outflow of workers and increasing inflow of remittances is an important strategy for poverty reduction. A study undertaken by Bangladesh Enterprise Institute (BEI) revealed that Bangladesh inward remittances in 5 years will be two times and by 2021, it will be three times which was found to be very much possible (MOFA, 2011).

6. Migrant workers in the Korean economy

Korea used to be a migrant source country, sending farmers, miners, nurses, and workers to the U.S., Germany, and the Middle East. The Korean diasporas population around the world numbers 6.82 million (KDS, 2009). Korea experienced government initiated rapid economic growth from the 1970s. Until the end of 1980s, Korea was able to sustain its development without foreign laborers because it had enough cheap laborers.

Korea's labor shortage is growing because of the low birth rate and the rapidly-aging population. Korea has the world's lowest fertility rate (1.26 births per woman in 2007 vs the OECD average of 1.63 births per woman), and the Korean population is expected to peak at 49.34 million in 2018 before decreasing gradually. The total population of Korea in 2005 was 48.14 million which would be 49.34 million in 2018, 48.63 million in 2030 and 42.34 million in 2050.

The economically active population (aged 15~64) also is expected to peak at 36.19 million in 2016 (73.4% of the total population) before decreasing gradually. Productive population in 2005 was 34.53 million, 71.7% of total population and it would be 36.19 million (73.4%) in 2016, 35.51 million (72.0%) in 2020, 22.42 million (53.0%) in 2050 (2006, KSO).

Since 1991 Korea has experienced a large influx of foreign workers especially in the 3D jobs (Dirty, Dangerous and Difficult). The Korean government has utilized trainee programs since 1992. About 10,000 Asian workers came to Korea under this program in 1992, and there were about 57,000 trainees in Korea in June 1996. However, the

trainee program produced problems: the trainees tended to become undocumented workers due to wage differentials, and the trainees were not protected by the Labor Standard Law because they were not classified as laborers. The Employment Permit Program for foreigners, the government's new foreign labor policy since 2004 is understood as a product achieved by a decade of interaction between Korean citizens and foreign migrant workers.

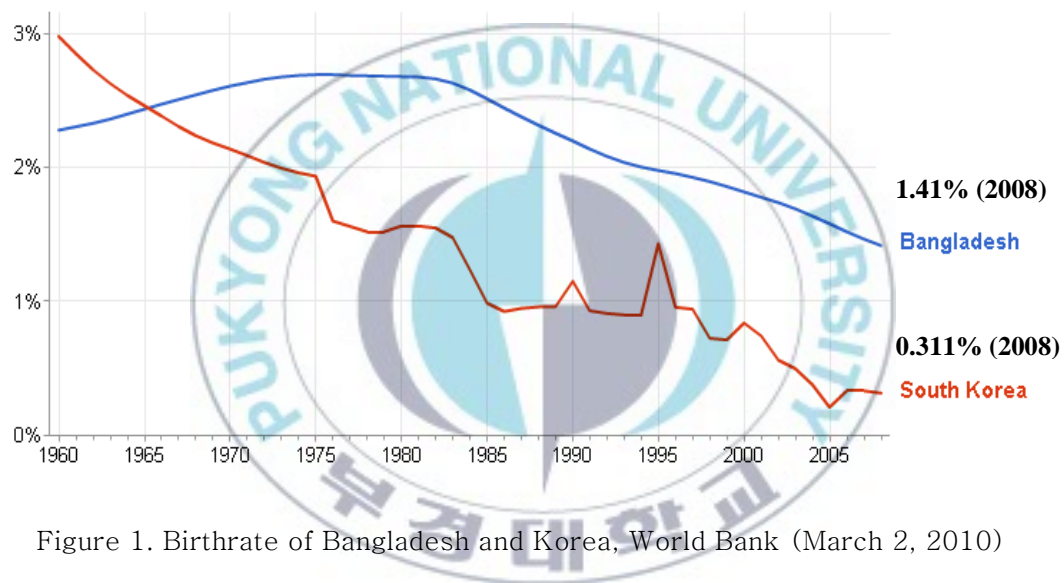


Figure 1. Birthrate of Bangladesh and Korea, World Bank (March 2, 2010)

Foreigners in Korea by residence classification are as of June, 2008, 297,329 (26.0%) in work–visit program, 212,778 (18.6%) in unskilled labor, 118,421 (10.3%) immigrants through marriage, 68,441 (6.0%) in international students (including language trainees), 29,895 (2.6%) in skilled workers, 17,809 (1.6%) in legal permanent residents, 8,376 (0.7%) in investors (KIB, 2008). The shortage in unskilled labor was substantially reduced by the employment permit system and Work–Visit system.

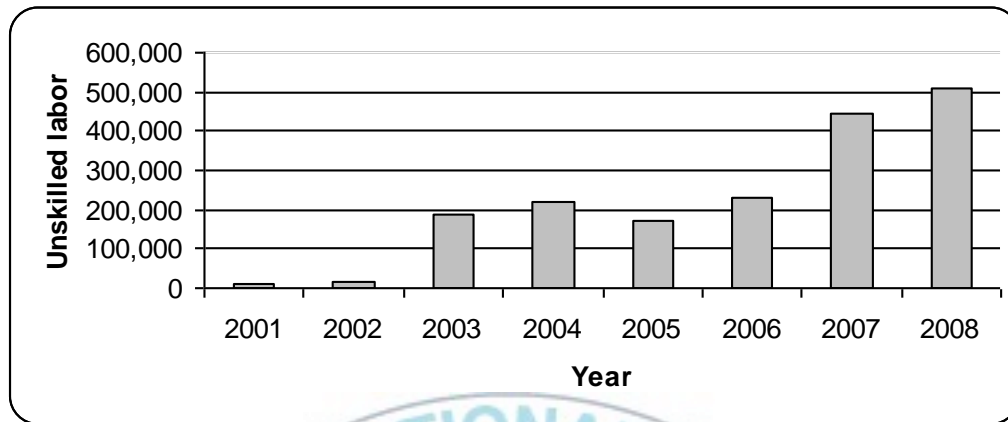


Figure 2. Unskilled labor in Korea (Ministry of Justice, 2008)



III. RESEARCH METHODOLOGY

1. Sample

A quantitative research was carried out to investigate participants' demographic characteristics, their job satisfaction and life satisfaction. A total of 200 Bangladeshi migrant workers in Korea (100 respondents from Gimhae, 40 from Incheon commercial area, and 60 from Masan industrial area) participated in this study through survey method.

2. Instrument

Descriptive statistics (mean and standard deviation), reliability analysis and multiple regression analysis were applied to analyze the data using SPSS version 16. Most constructs/measures were of multiple items, which required the respondent to rate items on a scale. Reliability coefficients for all measures were checked and it was very satisfactory.

The social demographic variables such as age, hometown, marital status, religion, education, job category and duration of work were ascertained directly from the questionnaire.

In this research, job satisfaction was measured with the Job Satisfaction Survey (JSS) designed by Paul E. Spector, University of South Florida (1985). A total of 13 questionnaires were constructed for job satisfaction survey. This kind of measurement is to measure

job satisfaction from human service employee. Overall, JSS present evidence for the scale's reliability and construct validity specific applicability to human services. Job Satisfaction Survey uses a five-point Likert-point scale ranging from very dissatisfied (1) to very satisfied (5). The expected level of jobs satisfaction is 3.8.

On the other hand, Life Satisfaction Survey (LSS) which is designed by Thomas M. Krapu, Lynn Meinke, Lisa Kramer, Roy Friedman, and John Voda was administered to measure life satisfaction. In this research, a total of 7 questionnaires were constructed for life satisfaction survey. LSS contains a 5 point rating scale (never feel this way, rarely feel this way, sometimes feel this way, often feel this way, always feel this way).

3. Procedure

Survey was conducted by the direct contact with the participants. It can be divided by the following three types:

a) Single industry based survey

This type survey was done to collect the same industry personnel response. For this survey at first the industry information was collected.

b) *Group based survey*

Group survey was done mostly on Sunday, the off day basis. Some particular area was discovered first to know the mostly group formed participants.

c) *Personal contact survey*

This survey was done by personally contacted basis.

4. Variables in the study

A. Independent variables

In this research the following independent variables were examined.

a) *The age of the worker*

The age of the worker was coded as follows: '1' for below 20 years, '2' for 20~30 years, '3' for 30~40 years and '4' for over 40 years.

b) *Hometown of the worker*

The second demographic profile, hometown was coded as follows: '1' for capital city Dhaka, '2' for Rajshahi, '3' for Chittagong, '4' for Barishal, '5' for Khulna and finally '6' for Sylhet.

c) *Marital status of the worker*

Marital status of the worker was coded as '1' for single and '2' for married.

d) *The level of education*

To measure the level of education, '1' was coded for elementary school, '2' for high school, '3' for college and '4' for graduate or professional school.

e) *The status of the present job*

The present job status of the worker was coded as ‘1’ for manufacturing of production job, ‘2’ for managerial post, ‘3’ for caretaker, and ‘4’ for others type of job.

f) *Job satisfaction of the worker*

To measure the level of satisfaction with worker’ s job, 13 questions were used with a 5–point Likert scale. ‘1’ was coded as very dissatisfied and ‘5’ was coded as very satisfied. Finally answer of the each questionnaire was summed up to generalize the level of job satisfaction.

B. Dependent variable

Life satisfaction is the only dependent variable examined in this research.

a) *Life satisfaction of the worker*

For the life satisfaction survey, 7 questions were constructed with a 5–point Likert scale. . ‘1’ was coded as ‘never feel this way’ and ‘5’ was coded as ‘always feel this way’ . Finally answer of the each questionnaire was summed up to generalize the level of life satisfaction of the worker.

5. Data Analysis

To know the distribution pattern of the job satisfaction and life satisfaction data, descriptive statistics (mean and standard deviation) were first examined. No significant missing data were found. Frequencies of the demographic variables were analyzed to know the demographic characteristics of the respondents.

Reliability analysis was carried out to test instrument reliability. Finally to examine effects of both demographic variables and job satisfaction on migrant workers' life satisfaction, multiple regression analysis was used.



IV. RESULTS AND DISCUSSION

1. Demographic Analysis

Demographical profile of the participants including age, hometown, marital status, education level, present job status, and religion were analyzed (Table 2).

The age distribution showed that the most of the respondents were in the range of 30–40 years old (58%). Age limit is analyzed because the most of the job are 3D (Difficult, Dirty, Dangerous). Most of the people are found adult and energetic to do the 3D jobs.

The highest respondents were coming from the southern part of Bangladesh, Khulna division (40%). Hometown is derived from this research because there are some particular region is marked for highest remittance earning zone. In this research the region is found at Khulna.

Married people (62%) were larger than single type of people. In this research it was focused because the earned money is utilized by the family or not. In another sense the family is dependent on the employee earnings and in what context.

Education level is analyzed because most the worker is coming as an unskilled worker or semiskilled worker. So, education level is very much important to learn the skill as fast as possible. In this case the minimum education level is helping them to be a skilled labor very fast. And education level is also important to know the working conditions, wages, human rights etc. Education levels of the largest number of

respondents were high school (70.0%); so, most of the worker have basic education.

Table 2. Demographic analysis

Demographic variables	Category	Frequency	Percent
Age	20–30 yrs	83	41.5
	30–40 yrs	116	58.0
	>40 yrs	1	.5
Hometown	Dhaka	47	23.5
	Rajshahi	28	14.0
	Chittagong	4	2.0
	Barishal	39	19.5
	Khulna	80	40.0
	Sylhet	2	1.0
Marital Status	Single	76	38.0
	Married	124	62.0
Education Level	Elementary school	8	4.0
	High school	140	70.0
	College	52	26.0
Present Job Status	Manufacturing/production	124	62.0
	Managerial post	59	29.5
	Caretaker	17	8.5

In term of present job status, majority of the respondents (62%) were as production employee or manufacturer. Present job status is related with the experiences and the preferences of the employee. It is also related with the salary, the job types and the secure place also.

In some cases the job is difficult but the salary is very high, so the employee is done this type of job for a little while. And some of the people are doing same job year after year only for the experience.

2. Descriptive Statistics

Descriptive statistics (mean and standard deviation) was analyzed for the 13 job satisfaction questionnaires (Table 3) and for the 7 life satisfaction questionnaires (Table 4).

The mean value gives an estimation of the expected overall job satisfaction and life satisfaction value in each questionnaire. The mean summarizes the data and gives expected level of satisfaction.

Standard deviation indicates the deviation of the job satisfaction questionnaire data from the mean value. According to Bluman (2002) the higher the standard deviation then the higher is the deviation of data from the mean.

Table 3. Descriptive statistics of Job Satisfaction (N= 200)

Job satisfaction questionnaires	Mean	Std. Deviation
1. I feel I am being paid a fair amount for the work I do	4.1400	.68023
2. There is really too little chance for promotion on my job	3.5200	.87947
3. I am not satisfied with the benefits I receive	3.0550	.90890
4. When I do a good job, I receive the recognition for it that I should receive	4.5000	.54910
5. I like the people I work with	4.6550	.49720
6. The benefits we receive are as good as most other organizations offer	3.9600	.76243
7. I enjoy my coworkers	4.7000	.57590
8. I feel a sense of pride in doing my job	2.7650	1.15605
9. I feel satisfied with my chances for salary increases	2.9750	1.01465
10. I like my supervisor	4.6700	.58550
11. My job is enjoyable	2.6450	1.21091
12. I work in accordance with employment contracts	4.5750	.71900
13. I am getting some chance for vacation	4.6100	.53791

Table 4. Descriptive Statistics of Life Satisfaction (N=200)

Life Satisfaction questionnaires	Mean	Std. Deviation
1. I live my life with passion and joy	3.5450	1.10639
2. I have exciting dreams, hopes and aspirations to look forward to	3.3900	1.24323
3. I am optimistic person	2.6400	1.10749
4. I find positive ways to deal with stress	3.3050	1.23678
5. Humor, laughter, and playfulness are important part of my daily life	3.0150	1.17117
6. My life is balance between career and personal	2.8100	1.10908
7. My life is in balance emotionally	2.8400	1.02942

3. Reliability Analysis

Cranbach α is employed to test instrument reliability. Hair et al. (1998) indicated that Cranbach alpha is used to measure reliability that ranges from 0 to 1, with values of .60 to .70 deemed as the lower limit of acceptability.” In this study, the “ α ” value of job satisfaction is 0.71, and life satisfaction is 0.72 respectively. All the values are higher than 0.7 and therefore are reasonably acceptable.

4. Multiple Regression Analysis

A test of the full model produced an R-square of .167 for life satisfaction indicating that 16.7% of the variance in life satisfaction of worker was accounted for by the six variables in the model (Table 5).

Table 5. Regression model: Life Satisfaction as Dependent Variables

Independent variables	B	Std. Error	β	t	Sig.
Marital Status (Ref. Group: Married)					
Single	−1.609	1.145	−.162	−1.406	.163
Present Job Status (Ref. Group: Production)		1.502	−.159	−1.646	.103
Manager	−2.472				
Caretaker	−.137	1.702	−.008	−.080	.936
Hometown (Ref. Group: Khulna)		1.082			
Dhaka	.759		.072	.702	.484
Rajshahi	.626	1.315	.049	.476	.635
Barishal	.351	1.426	.025	.246	.806
Chittagong	−8.712	3.014	−.282	−2.890	.005**
Sylhet	−.2023	4.719	−.038	−.429	.669
Education Level	−.556	1.061	−.048	−.524	.602
Age	−.121	1.083	−.013	−.112	.911
Job Satisfaction	.196	.093	.193	2.108	.037*
$R^2 = .167$		$F = 1.96^*$			

* $P < .05$, ** $P < .01$

After controlling respondents' background variables such as age, marital status, present job status, hometown and educational level, life satisfaction of the migrant Bangladeshi worker is positively influenced by their job satisfaction where $\beta = .193$ and $B = .196$. This means that controlling demographic characteristics of the Bangladeshi migrant workers, their life satisfaction is dependent on their job satisfaction.

Taking a look at the background variables, life satisfaction is negatively influenced by Chittagong-city as hometown ($\beta = -.282$ & $B = -8.712$). This means that comparing to the people from Khulna city, people from Chittagong city had less life satisfaction in Korea. There were no difference in life satisfaction between people from Khulna city and the people from other cities, Dhaka, Rajshahi, Barishal and Sylhet.

Another background variable, marital status; comparing to the married people, single type of people had no influence on their life satisfaction. There was no difference in life satisfaction between single or married people.

Comparing to the people who are doing production job, the manager and caretaker job holder both had no influence on their life satisfaction. That means there were no differences in life satisfaction between the people doing production type of job and the people doing managerial or caretaker type of job.

Education level had also no influence on the life satisfaction. This means that all the people who have completed elementary school or high school or college; there were no influence on their life satisfaction.

Age limit, another demographic variable also had no influence on the life satisfaction of migration worker. All the people who are teen aged (20 to 30 years), middle aged (30 to 40 years) and the old (over 40 years) had no influence on their life satisfaction.

5. Discussion

The main purpose of this study was to identify the job and life satisfaction relationship of the Bangladeshi migrant workers in Korea. The multiple regressions revealed that there is good relationship between job and life satisfaction when the demographic variables of the workers' are controlled. Bangladesh is a third world developing country. The higher population density and unemployment problem are the challenging issue at this twenty first century. The job crisis is increasing day by day. Government is taking different initiatives for the education and to reduce down the birthrate but still unemployment problem hampering all the good initiatives. Many of the people are not satisfied with their job because of low salary and for security issue. So, there hundreds of thousands unskilled or semiskilled workers are going abroad to change their fate to fulfill their life satisfaction in every month. Government of Bangladesh is also taking different co-lateral relationships with different countries over the world to ensure job for the people at their destination countries. So, the first consideration that most of the people coming to the foreign countries for their job are not satisfied with their life in Bangladesh. They want to satisfy with their life by changing their job. But after coming in overseas countries, they are also facing many troubles such

job security, wages, 3D jobs, racism problem, language problem etc. So, there is hypothetically accepted that job satisfaction is directly influence life satisfaction. And life satisfaction of the foreign migrant workers becomes a good issue at present time.

Another dimension of this research is to identify demographic characters' influence on the life satisfaction of the Bangladeshi migrant workers. In this research found that people from Chittagong as their hometown had lower influence on their life satisfaction comparing to the people from Khulna. Chittagong and Khulna are different city in Bangladesh. Chittagong city is the second largest city after the capital city of Dhaka and more developed than Khulna city. But in this research the people from Khulna is happier than the people from Chittagong, because people from Khulna is getting more access to the good job information in Korea than the people from Chittagong which is very much important for getting a good job. They get together very frequently, they working together in a same factory and they live together as well. They can also share their daily life stress with their own city people; another cause influences their life satisfaction. The new people from Khulna are getting the more opportunity rather than the people from Chittagong to learn the Korean language from their hometown mate very fast as it is necessary for their daily life and at the job place also.

V. SUMMARY AND CONCLUSION

1. Summary

Measures of emerging job satisfaction along with demographic information allows for the prediction of satisfaction or dissatisfaction in individual' s life. Primarily due to demographic factors, we can predict with limited success individuals who are happy in life. But together with the job satisfaction and the demographic variables there is a significant relationship between job satisfaction and life satisfaction. And it is clear in this study that when the foreign Bangladeshi migrant workers are happy with their own job, there is an influence of job satisfaction towards life satisfaction. People from Chittagong had lower influence to life satisfaction comparing to the people from Khulna. Other demographic variables like age, education level, present job status and marital had no influence to the life satisfaction of the migrant workers of Bangladesh in Korea.

2. Conclusion

The result of the present study suggests that relationship between job and life satisfaction of Bangladeshi migrant workers is significant. The investigation established a dependency of the life satisfaction of the Bangladeshi migrant workers in South Korea on job satisfaction. The workers who have difficulties in their own job then they have some difficulties in their daily life satisfaction also. Finally, the

findings also indicate that job satisfaction positively affects life satisfaction when the demographic variables are controlled. In this study the sample size is very much limited as large extent of sampling is necessary for future research. Most of the Bangladeshi migrant worker in South Korea is not highly educated. Their view on life satisfaction perspective is very narrow. Many of the people are illegal also. So they are not concerned about their life satisfaction phenomena. But this situation have been changing and in near future life satisfaction of the migrant Bangladeshi people in South Korea would be a nice research topic as the International Organization for Migration (IOM, UNDP) has been increasing their concern on the migrant worker life satisfaction with the involvement of the targeted country.



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APPENDIXES

Demographic Questionnaire

1. Name: _____
2. Your age
___ 1) Below 20 years ___ 3) 30–40 years
___ 2) 20–30 years ___ 4) Above 40 years
3. Where are you from?
___ 1) Dhaka ___ 2) Rajshahi
___ 3) Chittagong ___ 4) Barishal
___ 5) Khulna ___ 6) Sylhet
4. Religion
___ 1) Islam ___ 4) Christian
___ 2) Hindu ___ 5) Catholic
___ 3) Buddha ___ 6) No religion
5. What is your relationship status?
___ 1) Single ___ 3) Divorced
___ 2) Married ___ 4) Other
6. What is yours highest degree obtained?
___ 1) Elementary school ___ 3) College
___ 2) High school ___ 4) Graduate or professional school
7. What is your present job?
___ 1) Manufacturing/production ___ 2) Managerial post
___ 3) Caretaker ___ 4) Others
8. How long have been on your present job? ___ years ___ Months

Job Satisfaction Questionnaire

- 1 – very dissatisfied
- 2 – dissatisfied
- 3 – neither satisfied or dissatisfied
- 4 – satisfied
- 5 – very satisfied

No.	On my present job, this is how I feel about	1	2	3	4	5
1	I feel I am being paid a fair amount for the work I do.					
2	There is really too little chance for promotion on my job.					
3	I am not satisfied with the benefits I receive.					
4	When I do a good job, I receive the recognition for it that I should receive.					
5	I like the people I work with.					
6	The benefits we receive are as good as most other organizations offer.					
7	I enjoy my coworkers.					
8	I feel a sense of pride in doing my job.					
9	I feel satisfied with my chances for salary increases.					
10	I like my supervisor.					
11	My job is enjoyable.					
12	I work in accordance with employment contracts.					
13	I am getting some chance for vacation.					

Life Satisfaction Survey

- 1 – Never feel this way
- 2 – Rarely feel this way
- 3 – Sometimes feel this way
- 4 – Often feel this way
- 5 – Always feel this way

No	In your job, what do you feel?	1	2	3	4	5
1	I live my life with passion and joy.					
2	I have exciting dreams, hopes and aspirations to look forward to.					
3	I am optimistic person.					
4	I find positive ways to deal with stress.					
5	Humor, laughter, and playfulness are important part of my daily life.					
6	My life is balance between career and personal.					
7	My life is in balance emotionally.					

Today' s date_____