ABSTRACT

Migration is a major symptom of the socio-economic condition of a society, and it may be viewed as an instrument for cultural change and diffusion of the new behavior pattern and style of living. The dynamics of population growth pattern increasingly shift to the general migration. Now a day’s migration has received significant attention from social scientist. Labour mobility is one of the key features of economic development and its characteristics are closely tied with the nature of this development. Global labor migration has increased exponentially during the past 20 years. Still there is big backdrop in construction industry labour migrants level. In this sector migrant workers are subjected to exploitation and sometimes they are living in poor living conditions. They do not much care about their health and environment. The employment opportunity was given to the construction labourers on the basis of a contract. It resulted in irregular payment of wages, substitution of employment contracts, premature termination of services and excessive working hours as being some of the challenges faced by the construction employees especially labour migrants. The present study focuses socio-economic conditions, human resource management practices and problem encountered by the Indian labour migrants in Dubai with references to Pudukottai, Ramanathapuram and Thiruchirappalli districts in Tamilnadu. Primary data were collected through Pre-tested interview schedule. The respondents are labour migrants working in Dubai as employees in the construction industries. The selection of study sample respondents were carried out with the help of overseas consultancies located in Tamilnadu. Since the construction labour migrants are needed more number in Dubai. The addresses of the labour migrants were collected from the overseas consultancies from Chennai and Madurai cities. In addition to that Snow ball sampling technique was also used to identify the labour migrants in the study area. Out of Total (1000) from each district the sample of 350 respondents were selected from Ramanadhapuram and Thiruchirappalli and 300 respondents from Pudhukottai
districts. The selected sample equally comprises of skilled and semiskilled labourers in the selected districts. The collected data is systematically transformed and coded for the statistical analysis. Socio-economic conditions and issues of the labour migrants are measured by the simple percentage analysis, Chi-Square Test, Anova and Factor Analysis test. The studies focused to find out the age, incomes, religion, education, status of employment, working time are affected are not. It’s proved by ANOVA and also the study concluded that the working environment needs to be made fully suitable for the needs of all employees by ensuring leadership styles that encourage decentralization and delegation of duties, equality in the implementation of employee evaluation and appraisal systems, and provision of sufficient employee benefits, rewards, and structures for recognition. HR departments need to come up with practices that consider the future needs of all employees, eliminating discrimination and bias, installing a systematic and fair reward system, and providing compensation benefits and allowances such as medical insurance.