

## SOCIOLOGICAL ANALYSIS OF JOB SECURITY AND WORKERS' SATISFACTION IN RURAL INDUSTRIES OF DISTRICT DIR LOWER KHYBER PAKHTUNKHWA- PAKISTAN

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### ABSTRACT

*The current study was conducted with main objective to analysis job security and workers' satisfaction among rural industrial workers in District Dir, Lower, KP-Pakistan. Data was collected from 279 industrial workers of Crush Plants, Marble and Furniture Industries. The multistage random sampling was followed for collection of information from sampled respondents. The nature of the study was quantitative and cross sectional where Chi-square and Kendall's T tests were used to measure the association between independent statement "Chances are I will soon lose my service" and workers satisfaction was significant but inverse in relation ( $P=0.000$ ;  $T_c = -0.136$ ). I am sure I can keep my duty, the association was non-significant and inverse similarly, I feel insecure about the future of my job is also non-significant and inverse in relationship with workers satisfaction. Further, the association between I think I might lose employment in the near future' is significant and inverse ( $P=0.004$ ;  $T_c = -0.105$ ) while I face risk of removal' the association is non-significant, there are situational downsizing' the association is also non-significant while 'the industrial labors switch to non-industrial labors in time of sessional unemployment' the association is highly significant and positive in direction ( $P=0.000$ ;  $T_c = -0.055$ ). The results of the study finds least satisfaction of workers from their industrial services and were at the constant risk of termination from services. The study suggest the industrials' owners to ensure the reliability of services to the workers and government to fully implement the national regulation policy in context of ILO conventions on labors' termination with due spirit in the region.*

**KEY WORDS;** Job Security, Workers' Satisfaction, Rural Industries, KP-Pakistan

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