Title: The Relationship Between Socioeconomic Status and Productivity of Female Garment Workers of Bangladesh: Mediating Role of Job Satisfaction and Job Engagement

Authur names: Abdullah Al Masud, K. M. Zahidul Islam, Mohammad Fakhrul Islam, Naznin Sultana Chaity, Parul Akhter, Papri Mandal, Tania Akter

Abastact ： The purpose of this study is to determine the relationship between productivity and socioeconomic characteristics, as well as the degree to which job satisfaction and engagement can strengthen or moderate this association. With a focus on the mediating roles of job satisfaction and job engagement, this study examines the complex relationship between the productivity of female textile workers and their socioeconomic level (SES). This study surveyed 375 Bangladeshi female garment workers using a structured questionnaire through face-to-face interactions and Google Forms. Convenience sampling was utilized for data collection, which took place in Bangladesh, a developing country, between October 21 and December 31, 2023. The analysis was performed using structural equation modeling (SEM) and SPSS. The findings show that job-related factors positively influence work engagement ($\beta = 0.116$) and job satisfaction ($\beta = 0.142$). Job satisfaction significantly impacts job performance ($\beta = 0.141$), and both job performance ($\beta = 0.128$) and work engagement ($\beta = 0.207$) reduce the intention to quit. These results support all research hypotheses. Additionally, it reveals that organizational commitment also acts as a moderator and the substantial positive relationship, mediated by job satisfaction and engagement levels, between elevated socioeconomic status and enhanced productivity, which means higher socioeconomic status, along with job satisfaction and engagement, leads to increased productivity, especially for workers with better living conditions, education, and family support. This study stands out due to the serial mediation of work engagement and employee happiness in developing countries. Looking at hygiene issues, job happiness, and performance, this research helps us understand the complex dynamics that affect workplace outcomes under these conditions. The implications of these findings are profound for policymakers and industry leaders. Improving the socioeconomic status of female garment workers not only enhances their well-being but also boosts productivity, which is crucial for the competitiveness of the Bangladeshi garment industry. It demonstrates the importance of comprehensive strategies for organizational well-being.

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