Introduction

Maharashtra is one of the wealthiest and the most developed state in India. It is located in the western part of the country. Area wise it is the third largest state with a population of more than 110 million. Because of its favorable business climate, it has attracted many migrants from all over the country. It has seen tremendous growth and development in the last two decades. Many of its urbanized cities like Pune, Nagpur, Nasik, Aurangabad etc., created many business opportunities but the most important city which is known for its great business activities, its Capital City Mumbai which is also known as the business capital of India. Mumbai has shown tremendous growth in financial, commercial, and entertainment sectors. People from all over the country have migrated to Mumbai because of its ability to create employment opportunities and better living standards, as a result, a large population has spread from Mumbai City to its neighboring areas forming a region consisting of five districts of Maharashtra which is called Mumbai Metropolitan region.

Mumbai Metropolitan region (MMR) is a metropolitan area consisting of the metropolis of Mumbai and its satellite town in Maharashtra. It not only consists of urban area, but also includes connected cities plus intervening rural land that is socio-economically connected to the urban core city Mumbai. Developing over a period of two decades, it consists of seven municipal corporations namely Greater Mumbai, Thane, Kalyan, Navi Mumbai, Ulhasnagar, Mira Bhayander and Vasai-Virar, and fifteen smaller municipal councils. It also comprises of seven non-municipal urban centers and 995 villages. It has five districts region namely Mumbai city, Mumbai Suburban, Thane, Palghar, Raigad. The whole area is connected by employment ties through commuting. Local trains, local buses are the main source of commuting which help the total population to connect to the main business cities. These cities act as a primary labor market. It is linked with Mumbai through the Mumbai Suburban Railway system popularly known as Mumbai local trains. This Railway system has three railway lines namely central railway line, western railway line and harbor line and it is one of the busiest rapid transit systems in the world. The cities are also connected with large networks of roads. These facilities serve the main reason for such a rapid urbanization.

Civil Engineering has now become a very demanding trend in Mumbai Metropolitan Region. Because of the fact that Mumbai metropolitan region is a hub for business growth and development since last few decades. Most of the national companies have setup their Headquarters and many Multi-national companies from
around the world have been established in this region. As said before citizens from around the country have migrated here for their livelihood. As a result, it has become one of the most populated urban agglomerations in the world. It is enlisted among the top ten urban agglomerations by population in the world by United Nations. The region has a total area of more than 4350 km$^2$ with an estimated population over 22 million. The region is divided into urban area and metro area which is characterized by density of population. Urban area has high population density of over 20600/km$^2$ and metro area has relatively low density of over 4700/km$^2$ respectively.

Due to this rapid urbanization and overwhelmingly migration rate, MMR is in dire need of town planning, development, transportation and housing. In order to address the challenges in planning and development of integrated infrastructure for the metropolitan region there is a huge boom in Civil Industry. The scope for construction has increased tremendously. With a growth in civil industry, role of Civil Engineers has become more and more important. Since Civil Industries are in charge of town planning, infrastructural development, housing and transportation a tremendous increase in needs of Civil Engineers has taken place. Engineers from around the country from various domains and specialization have come here since last few decades. Due to above reasons this study is focused on evaluating Job Satisfaction of Civil Engineers working in Mumbai Metropolitan Region.

The domain and specialization of Civil Engineering discipline can be broadly classified as Architects (Architectural firms), Structural Engineers (Structural firms), Site Execution Engineers (Construction firms), Government Engineers (Government organizations) and Teaching Engineers (Academic Institutes).

**Statement of the problem**

Because of the rapid growth and requirement, professional status of Civil Engineers has grown, but at the same time a huge amount of dissatisfaction feeling is seen generally among Civil Engineers. Civil Engineers have a lot of constraints to meet
deadlines and they are particularly overloaded with work responsibilities. Inner factors such as improper work practices, improper working condition, poor leadership and unfriendly management policies have created dissatisfaction among Civil Engineers. Beside this, there are also some other factors such as corruption, lies, immorality, dishonesty, injustice, local issues etc. that has also put a toll on Civil Engineers. This has caused a bad effect on their psyche. In fact, these symptoms have manifested in anxiety and frustration among them.

The life of Civil Engineers has changed and it is filled with stress, discomfort and dissatisfaction. This has disturbed their work life balance. Many professionals have a spillover effect. This bitter truth has contributed in increasing family conflicts, relationship gaps, lack of communication, low social attachments, etc. This also affects one’s physique and creates mental disturbances. Therefore it is necessary to make serious efforts to create a motivational system that can cause satisfaction in Civil Engineers with their jobs otherwise tension and job dissatisfaction can threaten their physical and mental health and quality of life and prevent the achievement of individual and social development. Also with the growth in civil Industries there has been a tremendous rise in the scope of teaching profession in Engineering colleges and Institutes. But the professional achievement level of teaching profession could not stand hand in hand with the Industrial Professional achievements. The achievement of materialistic needs and desires of civil Industry professionals are much higher than the teaching professionals. The standard of living and professional status of teaching professionals are much lower than their counterparts. This has caused a feeling of demoralization and dissatisfaction among teaching professionals when they look towards their fellow engineers who belong to Industry.

In order to tackle this growing problem there must be a general consensus among the professionals and concerned authorities. The satisfaction level of civil engineers of various domains has to be evaluated depending upon job satisfaction determinants. Serious efforts have to be made to provide proper approach to rectify these problems and appropriate measures should be implemented to improve the determinants or factors that influence job satisfaction.

**Relevance of the Study**

The relevance and importance of the study can be judged based on the following reasons:

**The Study is related to human beings**
We are living in the time which is overwhelmed by materialism and desire. A world which is dominated by avidity and craving. There are three different levels in a person’s life i.e. needs, comforts and luxuries. Needs are the basic requirements essential to sustain life. Fulfillment of needs brings about craving for achievement of comforts then follows luxuries. In modern era, we have mistaken our comforts as our basic needs and strive further to achieve luxuries. This has developed a feeling of selfishness in human beings. This study is not mended to point out on someone or to escape from reality but to set the reality right. The reality is that in today’s world people have become more and more selfish in their lives. Their materialistic needs and desires are increasing with every passing tip of the time. The fact is that Top Management and companies are mostly negligent for their servants and they are just looking for their own luxury and comforts and striving hard to receive more and more profits and benefits and despite of achieving all their success, dreams and desires with the help of their own employees they are least bothered about them and give very little importance to their requirements.

By taking this type of studies we can set right the despicable reality in which an owner/authority treats his fellow employees. We can knock authorities’ door and let them know the expectations and requirements of their employees to make them happy in their life which is the most important objective of life. It is an obligation upon all the humans to serve and to care for their fellow humans as human being are the most precious creature on planet earth as stated in the Holy Quran “Mankind is the best creation of Almighty in the Universe” and Planet earth is the most valued planet in the whole universe not because it possesses air and water but because of the existence of human being. And any study which deals with human being and provide platform to solve their problems and serve the humanity is the most precious work in the world as stated in the Quran that serving Mankind is the best type of duty a person can perform.

The study is related to Civil Engineers.

Construction is the second largest economic activity in India, next only to agriculture. The amount of money invested in and the jobs provided by construction industry are much larger than any other industry in India. It employs a workforce of nearly 40 million and is the second largest contributor to GDP after the agricultural sector. About 50% of all expenditures incurred in five year plan can be directly traced to construction.

Construction plays a critical role in all development sectors like Agriculture, irrigation, energy, transportation, communication, manufacturing, housing, civil infrastructure and social services. Due to increase in population India needs affordable housing and infrastructure and only construction will help individuals in this situation.
These responsibilities of providing infrastructure and housing come upon Civil Engineers. As a result Scope of civil engineers can be directly linked with the size and population of the country. Therefore it is very important to make civil Engineers happy and satisfied in order to enhance their performance and increase output which is very essential for the growth of the country.

The study is related to government professionals

Most of the construction work in India is governed by the Government. Even industrial and housing sectors get financial support from institutions and banks regulated by the government. The Govt. also regulates the construction by controlling the finance allotted to different infrastructure execution agencies. Also Construction activities like infrastructure and housing development projects undertaken by private agencies are supervised by Government bodies. Government Civil Engineers play a vital role in all development sectors like agriculture, irrigation, energy, transportation, communication, manufacturing, housing, civil Infrastructure and social services. The scope of Government Civil Engineers can directly link with the size and volume of Construction activities undertaken by Govt. Authorities for the development of the country. Therefore it is necessary for Government Authorities to make civil engineers happy and satisfied with their respective Jobs to achieve good Performance and increasing productivity which eventually increase the development of our country.

The study is related to Teachers.

One of the highest forms of profession is teaching. Even God Almighty teaches mankind and ordered all the humans to teach one another. In fact the highest of all the mankind are prophets who had responsibilities to teach Mankind. Also Angels were sent on to the earth to make people learn about the things which they don’t know or the things which are beyond their imaginations. Therefore teaching is one of the professions which had been done by prophets and Angels. From history facts one can also imagine the importance and status of teachers. Teachers played vital role in creating ideologists in history. Many kingdoms and Emperors succeeded in their life only through the teachings of their masters. For Example, Chanakya played a significant role in the success of Emperor Asoka. Dronacharya played an important role in moulding Pandavas and Kauravas in their Skills. Also the respect teachers gained in history can be
traced by one famous incident when Eklavya offered his left thumb to his teacher Dronacharya only by gaining inspiration from his statue.

Even today teachers are given highest ranking in the society. They are regarded as equivalent to parents. They enlighten students to walk on the path of truth and Justice. They provide a helping hand and guidance towards prosperous future of students. They act as a motivational force to push forth for harnessing their capabilities. There are no more critical needs in our society today than preparing teachers who know their subject matter well and who understand the social and emotional needs of students. Who can mould them to become a good citizen of Nation and provide them with moral and ethics which can astray them from wrong deeds. Teachers play a very important role in developing country by providing young generation with skills and Knowledge to make country more competent and self-sufficient.

After many studies it has been found that the professional growth of teachers has slowed down in developing countries and it has created dissatisfaction and demotivation among them. Therefore it is very important to make teachers satisfied in their respective profession since they are directly connected to the development and growth of any nation.