

Job Satisfaction of women employees

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INTRODUCTION

With the technological development of 20th century, the physical strength is seldom required for most jobs. Rather skill and knowledge acquired chiefly through training and education are the pre-requisites for a large number of jobs. The planned families and the mechanisation of house hold work have made it possible for a growing number of women to seek employment.

The new Indian woman wants to retain her intrinsic love for home, the children and the family and combine with this her determination to play a vital role in the socio-economic structure of modern India. The determination to combine the two roles brings about many problems both at home and at the place of work. The workload never frees her from inner conflicts and tensions due to the contradictory expectations of both the roles.

The present study aims to know how far the working woman are satisfied with their job and the factors that contribute to job satisfaction. The specific objectives were: (1) to know the extent to which job offers satisfaction, and (2) to study the factors influencing job satisfaction.

METHODOLOGY

The present study was conducted in Trivandrum city of Kerala State. Occupation was the criterion for the present sampling and hence a convenient sampling technique was used. According to

Gupta (1978), convenient sample refers to that fraction of the population being investigated, which is selected neither by probability nor by judgement but by convenience.

The sample comprises of 180 working women from choosen occupations. These include teachers, clerks, Officers, doctors, engineers and nurses. Thirty women from each category were taken as respondents from both government and non-government departments.

A structured schedule was framed for the purpose and data were collected. Chi-square test was applied to ascertain the association of selected variables with the job satisfaction of working women. Analysis of variance test was also used to test Whether there is any significant difference between the different categories regarding the job satisfaction score.

RESULTS AND DISCUSSION

Data regarding job satisfaction are indicated in table 1. Table reveals that 72.8 percent women were satisfied with their job. Data further reveal that among the selected groups, the nurses were most dissatisfied with their job position (53.3 per cent). This may be in accordance with Hate's (1969) opinion that though nursing is a noble profession, the Indians give a low status to nurses. Moreover, the job is very much tiring and exacting. Their working hours are not convenient as they have to perform night duties also.

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Table 1 : Satisfaction with job position

(N = 180)

Job satisfaction	Nurses	Teachers	Engineers	Doctors	Clerks	Officers	Total
Yes	14	21	26	22	23	25	131
%	46.7	70.0	86.7	73.3	76.6	83.3	72.8
No	16	9	4	8	7	5	49
%	53.3	30.0	13.3	26.7	23.3	16.7	27.2

In order to test whether women holding different occupations differ in their job satisfaction, data were subjected to the

analysis of variance results of which are presented in Table 2.

Table 2 : Difference in satisfaction with regard to place of work

(N = 180)

Source	Sum of squares	Degrees of freedom	Means square means	'F' value
Total	336.978	179		
Between the class	84.311	5	17.462	12.17
Chance	249.667	174	1.435	

Mean score : Officers (3.17), Nurses (1.57), Teachers (3.17)
Engineers (2.7), Doctors (2.17), Clerks (2.5)

The calculated F value (12.17) given in Table 2 was found significant indicating that women holding different occupations differed in their job satisfaction. It further indicates that the highest mean score of satisfaction was found amongst teachers (3.17 each). For teachers it may be because of their convenient working hours and because they may interact with female colleagues mostly. For the officers, it may be due to the fact that as they are superior to many people, they may have chances of self expression and to take decisions. Their experiences may help them to solve the problems. The least satisfaction amongst nurses, may be their feet for al job requires very much care and

accuracy and they have to be on their feet for all the hours of work.

In order to study the factors influencing job satisfaction of working women, different socio-personal and institutional characteristics of women were enrolled and studied. With the help of chi-square test, association between these characteristics and job satisfaction was worked out. The data of which are indicated in Table 3.

The table shows that the factors viz. age, education, experience, training received, salary and working hours have significant association with their job satisfaction. On the other hand, marital status, institutional atmosphere and fatigue were

Table 3 : Association between socio-personal characteristics of working women and their job satisfaction.

(N = 180)

Sl. No	Characterstics	Chi-square
1.	Education	32.548 *
2.	Age	26.4219*
3.	Experience	27.2003*
4.	Marital status	4.078
5.	Training received	8.5814*
6.	Salary drawn	17.4609*
7.	Working hours	26.752 *
8.	Institutional atmosphere	4.227
9.	Fatigue	0.56207

* Significant at 0.05 level of probability.

failed to establish association with the job satisfaction of working women. This clearly indicates that working women with higher education have better knowledge to cope with the multifarious problems which the job encounters. As age increases, they demand more respect and as work experience increase they becomes well equipped to face the problems much better. Training received and salary drawn has direct relation to job satisfaction. Training brings about better knowledge of the subject, enhances efficiency and increases chances of promotion and thus brings satisfaction in job. Money is the basic necessity to satisfy the needs of man. The chi-square value showing association between working hours of employee women and their job satisfaction was significant (26.75). A convenient working time provides enough rest and recreation, enables her to engage in other productive activities and also helps her to reach the place of residence before dark hours. Institutional atmosphere could not establish significant association because it is the motivation

most in satisfaction in job. No significant relation was found between the frequency of fatigue to satisfaction in job. As Kapur (1975) says fatigue may be mainly felt because she feels torn between her loyalty towards her home. The women want to be true to both and in trying so she may feel fatigue.

CONCLUSIONS

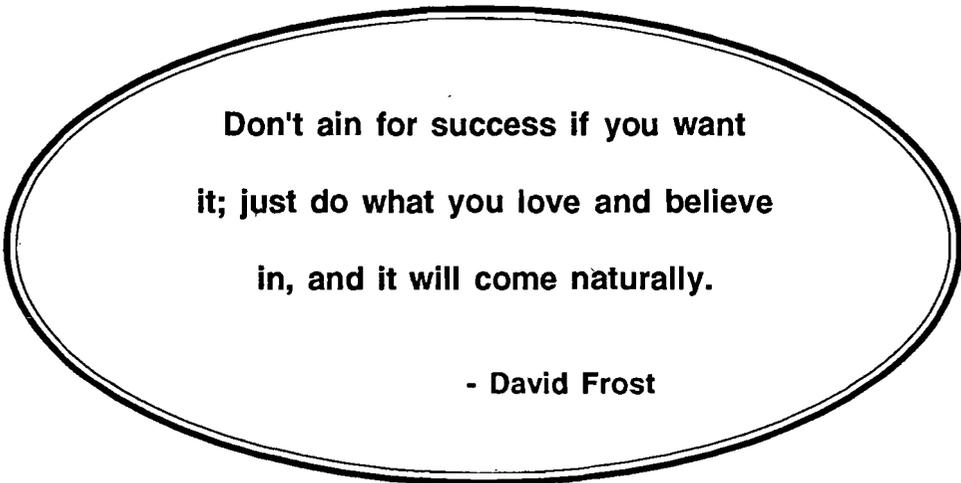
Based on the findings, it may be concluded that whatever be the type of job they perform, women were satisfied with their present job. However, the women holding different occupations were differing with regard to their job satisfaction. Age, education, experiences training received, salary drawn and working hours were the important factors affecting the job satisfaction.

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**Don't aim for success if you want
it; just do what you love and believe
in, and it will come naturally.**

- David Frost