



A Study on Job Satisfaction among Female Workers

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ABSTRACT

A job satisfaction among female workers have different dimension measuring in the organization. And now in days concept is change that is to “equal work for equal pay”. In the each organization women is also highly committed towards the task assign by the authority. Also there for some protective provisions for women workers while they are working in the plant during their shift time such as Safety/Health Measures, Prohibition of night work, Prohibition of Sub-terrain work, Maternity benefit, Provisions for separate Latrines and Urinals, Creches facilities. Female labor force participation is highest in some of the poorest and richest countries in the world. Government has taken various steps to improve women’s participation in the labour force and quality of their employment. A number of protective provisions have been incorporated in the labour laws for equal opportunity and congenial work environment for women workers. enhance the employability of female workers, the Government is providing training to them through a network of Women Industrial Training institutes, National Vocational Training Institutes and Regional Vocational Training Institutes.

Key words: Various provisions related to women workers, Government scheme, different Training.

INTRODUCTION

A study on job satisfaction among female workers in particular organization defines the individual general attitude towards her job.

- There are a variety of factors that can influence the level of job satisfaction of female employees i.e. Job security, participation in decision making, available leave facilities, reorganization of good work, attitude of top management, salary increment, specific time for family, motivation to work, promotional opportunity, flexible working hour, benefits and services, training program facilities, compensation management, creativity and innovation, proper reward system, working environment etc.
- **FACTORS AFFECTING JOB SATISFACTION OF FEMALE EMPLOYEES IN INDUSTRY:**
- Job security affects female employees’ job satisfaction.
- Participation in decision making affects female employees’ job satisfaction.
- Promotional opportunity affects female employees’ job satisfaction.
- Reorganization for good work affects female employees’ job satisfaction.
- Peers relationship affects female employees’ job satisfaction
- Creativity and innovation affects female employees’ job satisfaction.
- Proper reward system affects female employees’ job satisfaction.
- Benefits and services affect female employees’ job satisfaction.
- Flexible working hour affects female employees’ job satisfaction.
- Attitude of Top management affects female employees’ job satisfaction
- Good working environment affects female employees’ job satisfaction
- Compensation management affects female employees’ job satisfaction.
- Motivation to work affects female employees’ job satisfaction.
- Salary increase on performance affects female employees’ job satisfaction.

- Training program facilities affects female employees' job satisfaction.
- Salary increment affects female employees' job satisfaction.
- Specific time for family affects female employees' job satisfaction.
- Adequate remuneration for work affects female employees' job satisfaction.
- Social status affects female employees' job satisfaction.
- Available leave facilities affect female employees' job satisfaction.

CONCEPT OF JOB SATISFACTION AMONG WOMEN WORKER EMPLOYEES:

Job satisfaction is one of the most researched variables in the area of workplace psychology and has been associated with numerous ranging from leadership to women according job design. It can be defined as an women employee's attitude towards the job. It is not same as motivation, rather it is concerned with the attitude and internal state of an individual female regarding a particular job. It could, for example, be associated with a personal feeling of achievement, and hence, shaped or determined by pay, supervisory style, and age factors. If the existing job fails to provide psychological or physiological need of an individual for women, satisfaction from the job might be low.

The concept of job satisfaction, viewed through different lenses by various scholars, is defined differently. **Greenberg and Baron (2008)**, for instance, viewed job satisfaction of female employees as a feeling that can produce a positive or negative effect toward one's roles and responsibilities at work and added that it is important to understand the concept of job satisfaction as there is no single way to satisfy all women workers in the workplace.

REVIEW OF LITERATURE:

Literature review in research study accomplish several purposes. It shares with the researcher the results of other studies that are closely related to the study being reported. It informs the investigator about the ongoing developments in the literature about a topic, filling helps in gaps and extending prior studies. It provides a framework for establishing the importance of the study as well as a framework for establishing the importance of the study as well as a benchmark for comparing the results of the study with other findings. In the light of earlier researcher. The problem can be viewed in different perspectives and hence the investigator is able to choose the right path to proceed with the envisaged objectives.

In order to explore the job satisfaction level of women employees working in Aluminium or steel industries. The reviews of literature are classified into groups namely Demographic factors, family Environment, stress coping, work-Family conflict, Work Locus of control, Life satisfaction, physical symptoms and Job satisfaction. They are presented as follows:

DEMOGRAPHIC FACTORS

Carrell and Elbert (1974) conducted a study on postal clerks. The findings indicate that there was a positive relationship between age and job satisfaction. Similarly **Neeraja Dwivedi and Pestonjee (1975)** also reported that age was an important factor which played a significant role in the determination of job satisfaction.

The background variables studies by **Sen (1981)** in relation to role stress were age, sex, education, income, family type, marital status, residence, distance to place of work, distance from one place to domicile to place of work drawn by Sen were that role stagnation decreases as people advance in age. Age is negatively related to role stress. Women experience more role stress than men.

METTLE MESHAL KHAN (1997) analysed the relationship between age and job satisfaction among female bank employees working in the Kuwait private sector banks. The findings of the study showed that age had significant effect on the job satisfaction of female bank employees in Kuwait.

OFVANI, FELICIA NGOZI (2010) examined the job satisfaction of women in paid employment to establish the effects of marital status, experience, academic qualification and relationship with superior officers of the women on their perception of job satisfaction.

The data collected were from **200** women in **8** professions such as teaching, pharmacy, law, nursing, lecturing medicine, secretarial and civil service administration. **25** women were selected using the stratified random sampling. These professions were selected using the stratified random sampling. It was found that marital status, experience, academic qualification and relationship with superior officers had no significant effect on the job satisfaction of women.

HIGGINS, RT AL.(2000) have empirically examined whether part time work helps women to balance work and family for two classes of part time workers, those in career oriented jobs (managers and professionals) and those earner positions (technical, clerical, administrative, retail, and production.)

STRESS COPING:

Caleb T. Hayes and Bart. L. Weatjington (2007) have suggested that dispositional optimism is related to both stress and stress outcomes. However, the nature of this relationship has not fully been explained. The authors contributed to a better understanding of this relationship by evaluating dispositional optimism, stress, overall life satisfaction, and job burnout in a sample of restaurant managers. Result indicated that stress and job burnout were significantly related; however, their relationship was not moderated by dispositional, as would be suggested by the results of past research.

The diminished personal accomplishment dimension of job burnout mediated the relationship between optimism and life satisfaction. Also, stress significantly impacted perception of diminished personal accomplishment and life satisfaction.

WORK FAMILY CONFLICT:

Gutek, et al. (1991) studied the work family conflict of professional women and men to explore sex differences in work family experience and reports of work family conflict. Two measures of work family conflict were used to assess family interference with work and work interference with families was used. A systematically selected sample of senior managers who were members of American psychological Association were included in the study. The study were tested with tests and regression analysis, sublimated with analysis of co-variance and correlation matrices. The bivariate relationships among the time and, conflict variables were calculated separately for men and women.

Azize Ergeneli et al. (2010) examined the effects of gender and interpretive habits on the relationship between work family conflict and job satisfaction. The results of the analysis of the data collected from academic personnel suggest that interpretive habits moderate the relationship between WFC and job satisfaction such that the negative effect of WFC and job satisfaction is stronger for employees focusing highly on deficiency, with high necessitating and low skill recognition, referred to as stress-predisposing interpretive habits.

Furthermore, gender was found to have an influence on the role of interpretive habits in the WFC job satisfaction relationship. Specifically, WFC had a negative association with job satisfaction for stress-predisposed female employees while no relationship was found between WFC and job satisfaction for women with a low focus on deficiency, low necessitating and high skill recognition namely, stress-resilient interpretive habits. Moreover, although WFC had a negative association with job satisfaction for female employees, this relationship was even stronger for stress-resilient females.

WORK LOCUS CONTROL:

Tuija Muhonen (2011) checked the role of work of work locus of control (WFC) for women managers health analysed from a longitudinal perspective. Views of the respondents were gained by conducting interviews and by a well designed questionnaire. Public sector and private sector women managers were respondents. Out of 45 participants, 38 originally gave their views. The respondents lived in 31 different places all around Sweden. The outcome of the work described that there was no significant change in WLC between the two investigation. The healthy women were characterized by stability in their WLC beliefs rather than externality or internality.

LIFE SATISFACTION:

Roderick D. Iverson and Catherine Maguire (2000) investigation that the relationship between job and life satisfaction in geographically remote settings. The study addressed by testing a casual model that incorporates job related, personal, environment, and community related variables. The LISREL results, based on a sample of 286 female employees from an open cut coal mine in remote central Queensland, Australia, indicate that the community variables of family isolation and kinship support have the largest total effects on life satisfaction. Job satisfaction is found to be the next most important factor, and mediates the impact of routinization, industrial relation climate, promotional opportunity, work overload, family isolation, kinship support, positive affectivity, community participation, and negative affectivity on life satisfaction. In addition, job satisfaction in women employees is observed to have a stronger effects on life satisfaction than vice versa.

They identified that community characteristics of family isolation and kinship support should be afforded greater attention by both researches and practitioners. In addition, we observed that the social well-being of female employees is directly linked with work activities. A stronger positive relationship between life and job satisfaction was found. Job satisfaction was also observed to mediate the effects of routinization, IR climate, promotional opportunity, work overload, family isolation, kinship support, positive affectivity, community participation, and negative affectivity on life satisfaction on women employees.

JOB SATISFACTION:

Charles and Mark (1999) sampled 319 human service female worker in 22 human services organizations. In this analysis, factors of job characteristics were examined as the predictors of job satisfaction and organizational commitment. The result indicates the two job characteristics of skill variety and role ambiguity as the best predictors of job satisfaction, whereas the organizations age is the best predictor of commitment.

Kaloli Sen (2008) examined the relationship between job stress and job satisfaction among women employees. Based on literature, a 20 items questionnaire was developed for measuring stress.

Nirali Pandit et al. (2010) studies the factors of quality of work life affecting job satisfaction level of in industry and studies the impact of the prevailing quality of work life on individual women job satisfaction level of the women and then compared the quality of work life of women employees of a private and government industries. Then variables of quality of work life and seven variables for job satisfaction were studied. It found that quality of work life factors that play a significant of women employees.

RESEARCH PROPOSAL

TOPIC:

“A study on job satisfaction among female workers”

SUB TOPIC:

A study on 50 female workers of 1 company in manufacturing unit located in Bil Vadodara district, Gujarat

OBJECTIVES:

- Changing negative attitudes, behaviors, and beliefs of the public that they are the main barriers and making obstacles, for women’s role and contribution in the industrial level.
- Increase mass awareness and education for the women’s in organization and women’s rights, women’s roles, and contribution to peacebuilding.
- To measure the extent of women employment in industrial establishment.
- To examine the pattern of women employment by industrial activity.
- TO investigate occupational distribution of women workers.
- Wage structure of women workers according to their shift time.
- To analyze the job satisfaction among working women in various occupational background.

SIGNIFANCE OF THE STUDY:

The study is important because of the following:

It will give an idea regarding the level of job satisfaction among female workers. It will help Organization operation or day to day activities which were carry out as per the management instructions to the bottom level female workers to review existing for female workers motivational policies and practices with a hope that they enhance work performance and job satisfaction of female workers. This will be also help them identify specific demographic characteristic of the female workers or also including the shifting security women applicable under this factors which performance and job satisfaction of female workers .

Finally, the researcher find this study very important because it will awaken to conduct periodic self assessment activities and also check the work efficiency for female workers and also then provide the basic facilities to the female workers to improve the their production efficiency and also asses the work life balance with their family members and also they handle the inter personal relationship with in the organization and they plan to stay in organization for longer period of time not only contract workers but also they try their best efforts to being the company workers in the organization.

RESEARCH DESIGN:

As for this thesis Exploratory research design is taken as though the we can a new fact and understanding of job satisfaction among female workers. Also the study is to understand the level of job satisfaction of women employees in Banco Aluminium pvt. Ltd. Industry based on the demographic factors, job satisfaction, family environment, stress coping skills, work-family conflict, work locus of control, life satisfaction and physical symptoms inventory. Job satisfaction is measured as an outcome variables. Hence, a descriptive research design was followed by the researcher. A survey was conducted with the help of questionnaire among women employees working in Aluminium and steel industry.

UNIVERSE:

Only 1 company taking for survey for the thesis.

The female workers of that organization that is 70 will be considered.

SAMPLE SIZE:

The total number of respondents are 50.

SAMPLING METHOD:

Simple Random Sampling method.

RESEARCH TOOL FOR DATA COLLECTION:

Questionnaire method

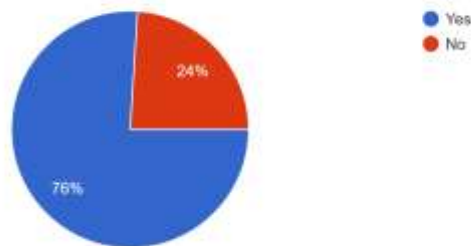
LIMITATION OF THE STUDY:

- This Study has been conducted only among female workers they are working in the organization in particular factory side female workers.
- This study only covers one company this only located in the Vadodara city.
- This study also focused only on Aluminum and product not covering others fabric mills.

TABLE NO: 1 ARE YOU LOCAL?

SR NO	RESPONCE	FREQUENCY	PERCENTAGE
1	Yes	12	24%
2	No	38	76%
Total		50	100%

3. Are you local?
50 responses



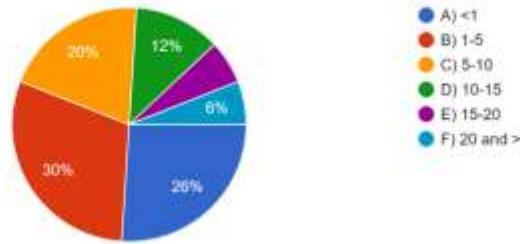
The third question that the female worker is localite or not in the organization. So From the 50 female respodence total local female frequency is 12 out of 50 female worker and they have fall 24% in total of 100% of Vadodara location.

Second is those female worker they have not local in the Vadodara city the ratio of frequency is 38 out of 50 female worker and they have fall 76% in out of total 100% of Vadodara location.

TABLE NO: 7 WORKING TENURE IN CURRENT ORGANIZATION

SR NO	AGE GROUP	FREQUENCY	PERCENTAGE
1	< 1	13	26%
2	1-5	15	30%
3	5-10	10	20%
4	10-15	6	12%
5	15-20	3	6%
6	20 and >	3	6%
TOTAL		50	100%

8. Working tenure in current organization(years).
50 responses



In this pie chart and table shows that main component of the research that is to work tenure in current organization with different age group of female workers in organization.

In this 1st age group is less than one year working in organization. In this table shows the overall frequency is 13 out of 50 female workers and overall measured 26% out of 100% evolution working period in the organization.

In this 2nd age group is those female workers whose working period is 1-5 years in current organization the total frequency is stable only 15 out of 50 female workers and overall after the measured the data and analysis that is 30% ratio is in between the 1-5 years in current organization.

In this 3rd age group is between 5-10 years is those female workers in current organization total frequency for staying the current organization is only 10 out of 50 female workers and overall falling the 20% of staying out of 100% evolution of period for in current organization.

In this table the 4th group is between 10-15 is most significant because female those who working in organization with smooth function compare to another industry is little bit high, the frequency is quit low that is only 6 out of 50 female workers and falling the overall after the measuring the age component is only 12% out of 100%.

In this 5th major group age is between 15-20 that is saturation point for female workers or consistency for organization and for female also, total frequency is very low that only 3 out of 50 female workers and they are staying overall only 6% out of the 100% evolution after measured the current tenure in organization of age group.

In last age group is between female is working tenure is 20 or more then stable or joined with current organization, frequency is similar the ratio with upper group level that is something is may be 6 to 12 and this age group frequency is 6 out of 50 female workers and overall measured the ratio for the organization is to only 12% out of 100% in current organization status.

TABLE NO: 9 SATISFIED WITH WORKING HOURS

SR NO	SATISFIED WITH HOURS	FREQUENCY	PERCENTAGE
1	Yes	49	98%
2	No	1	2%
TOTAL		50	100%

10. Are you satisfied with your working hours?
50 responses

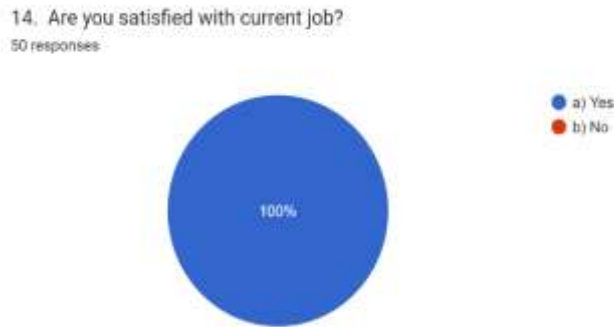


In this table and pie chart shows that the overall satisfaction of female workers. The overall ratio is in "YES" response that is frequency 49 out of 50 this is outstanding performance and best for the future graph and overall 98% females are satisfied with their current job or with work.

Only 2% work in organization that less satisfied with their current work or job satisfaction in organization.

TABLE NO: 13 SATISFIED WITH CURRENT JOB RATION:

SR NO	SATISFACTION	FREQUENCY	PERCENTAGE
1	Yes	50	100%
2	No	0	0%
TOTAL		50	100%

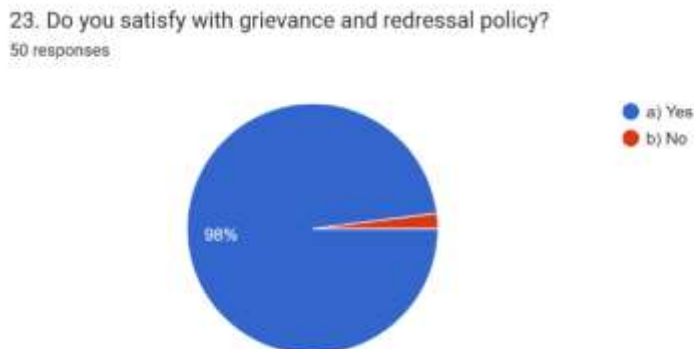


In this table and pie chart shows that the satisfied current job their response in positive way that 100% in current job total frequency is 100% and ratio is also a good sign for the organization.

Total negative response is in 0 because female workers are all enthusiastic and having strength to work life balance.

TABLE NO : 22 SATISFACTION ABOUT COMPANY GRIEVANCE AND REDRESSAL POLICY:

SR NO	PARTICULARS	FREQUENCY	PERCENTAGE
1	Yes	49	98%
2	No	1	2%
TOTAL		50	100%



In this organization have some policy is related to the grievance and redressal policy.

In this frequency graph shows the satisfaction about grievance and redressal policy is really satisfy with their female workers.

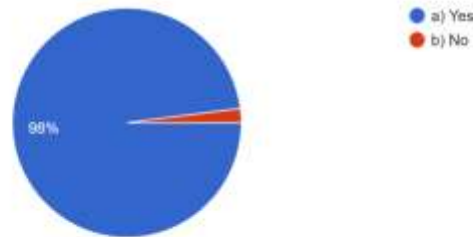
Total satisfy women for this policy is clearly shows the frequency is 49 out of 50 and total ratio is 98% out of 100% of evaluation.

2nd is to little satisfaction about company grievance policy total frequency is only 1 out of 50 female workers and total ratio is only 2% out of 100% evaluation.

TABLE NO: 24 SATISFACTION WITH THEIR MANAGEMENT OF THE ORGANIZATION:

SR NO	PARTICULARS	FREQUENCY	RATIO
1	Yes	49	98%
2	No	1	2%
TOTAL		50	100%

25. Are you satisfied With your management of the organization?
50 responses:



In this table shows that the satisfaction with their management of the organization.

In this pie chart clearly mention that total 49 female workers out of 50 female workers are satisfy with their management of the organization and overall 98% out of 100% evaluation after seeking or finding the data of female workers.

From those female workers who are less satisfy with their management of the organization that is only 1 out of 50 female workers and only 2% out of 100% of evaluation or survey of female workers.

CONCLUSION:

On the whole, when we take into account the job satisfaction among female workers, it is found that sizable proportions 98% working female of the sample are experiencing higher job satisfaction; most of them married and local in Vadodara city and near by village. With regard to their educational level, they are better educated to pursue their jobs. Coming higher level of job satisfaction of working women, the data seem to suggest that 98% percent of them are satisfied in the present working conditions. Overall, there is a need for further research in this area and come over the problems facing with the working women for enhancing the better job satisfaction.

RECOMMENDATIONS:

As a result, now in days company offers the not only male workers priority but also giving more priority to the female or women workers in the industry. Because they are more enthusiastic more then the male workers in the organization.

There have also for the list of protective provisions for women employees.

- Safety/Health Measures
- Prohibition of night work
- Maternity benefit
- Provision for creches
- Vocational training for women under directorate general of employment & training.

In this all area women are more flexible then the male workers because ultimately there were very low level of grievance at workplace.

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