

Study on “Job Satisfaction” of Women Employees in Academic Sector and Corporate Sector – Aligarh District

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Abstract

The study focused on the job satisfaction among women employees in Academic and corporate sector. 100 respondents were selected randomly with maximum of them working in CUB. The research analyzed all the Socio-demographic profile of the women respondents and concluded that academic sector attracted their employees and retained them with more amenities like high salary, good promotion opportunity and welfare measures and the corporate sector need to concentrate more on women empowerment.

Keywords: Welfare measures, Amenities, Promotion, Occupational level

INTRODUCTION

Job satisfaction or employee satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision.

Job satisfaction is the amount of pleasure or contentment associated with a job. If you like job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience job satisfaction

Specific employee attitude relating to job satisfaction are of major interest to the field of organizational behavior and the practice of human resource management, where as the discussion of attitudes so far has direct implication, the discussion of job satisfaction focuses on employee's attitudes towards their job.

Job satisfaction is more of an attitude an internal state, If refers to the degree to which a job satisfies the needs and expectation of the job holders.

Definition

According to Hoppock - Job satisfaction is the combination of psychological, Physiological and environmental circumstances that cause a person to

truthfully say “I am satisfied with my job”. According to Locke Job satisfaction as on “pleasurable or positive emotional state result from the appraisal of one's job on job experience.

Level of Job Satisfaction

The level of job satisfaction across groups is not constant, but it related to a number of variables. Analysis of these teachers, to predict which groups are more likely to exhibit the problem behaviors associated with dissatisfaction. The key variables revolve around age, occupational level, and organizational size

The important facts contribute to the higher level of job satisfaction:

- Challenging & risks jobs
- Numerous promotional opportunities
- Impartial treatment by the management
- Avenue for creating and innovative ideas
- Job security
- Attractive salary and packs
- Guidance assistance and support incase of difficult situations
- Freedom in work situation
- Participate Management
- Welfare facilities like medical, uniform, canteen etc.,
- Cordial interpersonal relations that crust in the banks
- Spontaneous “Top to Bottom” “Bottom to Top” communication pattern
- Recognition appreciation and awards on merits

Environmental Factors

a. Job Content:

Herzberg suggested that job content in terms of achievement, recognition Advancement, responsibility and the work itself tend to provide satisfaction but their absence does not cause dissatisfaction.

b. Occupational level:

The higher the level of job in organizational hierarchy the greater the satisfaction of the individual.

This is because positions at higher levels are generally better paid

c. Pay and Promotion:

All other things being equal higher pay and better opportunities for promotion lead to higher job satisfaction.

d. Work group

Man is a social animal and likes to be associated with other's interactions in the work group help to satisfy social and psychological needs and therefore, isolated workers tend to be dissatisfied.

e. Supervision

Considered supervision tends to improve job satisfaction of workers a considerate supervision takes personal interest in his subordinates and allows them to participate in the decision making process.

Personal Factor

Personal life exercises a significant influence on job satisfaction the main elements of personal life are given below.

a. Age

Some research studies reveal a positive correlation between age and job satisfaction. Workers in the advanced age group ten more satisfied probably because they have adjusted with their job conditions.

b. Sex

One study reveled women are less satisfied than men due to favor job opportunities for females. But female worker may be more satisfied due to their lower occupational aspirations.

c. Educational Level

Generally more educated employees tend to be less satisfied with their jobs probable due to their higher job aspirations.

d. Marital Status

The general impression is that married employees and employees having more dependents tend to be more satisfied to their greater responsibilities. But such employees may be more satisfied because jobs more than unmarried workers.

e. Experience

Job satisfaction tends to increase with increasing years of experience.

Objectives of the study:

- The study the Socio – Demographic characteristics of the respondents.
- To study the present job satisfaction level among acedmic women employees.

Scope of the Study

There are many bank which operating in India and providing various services to its customers. But this study is limited only to the banks functioning in the aligarh District. Teaching jobs have always remained the first preference of the youth here. So in order to find what the thing of this job after wards a study was undertaken in the selected colleges

Research Design

The researcher is carries out by adopting an exploratory and descriptive cum diagnostic research.

Collection Data

The researcher used both primary and secondary data.

Primary Data__Questionnaire is used to collect data from employees directly questionnaire consists of socio – demographic characters of the respondents and certain factors that influencing level of job satisfaction among women employees.

Secondary Data

Secondary Data were collected from various published and unpublished sources such as bank manuals and documents magazines, journals and Internet.

Sample size

The Sample size of the study is 100

Data Analysis And Interpretation

Table 1: Classification of Respondent by Their Age

s. no	Age	No of respondents
1	Below 30	27
2	30-40	48
3	40-50	18
4	Above 50	7
	Total	100

Sources : Primary Data

Table 2: Classification of Respondents by Their Educational Qualification.

S.No	Educational qualification	No. of Respondents
1	Degree	83
2	Professional	9
3	Other	8
	total	100

Sources :Primary Data

CONCLUSION

It is concluded that academic sector provide good job security to their employees plus many other benefits – medical, pension, gratuity, etc., on the other hand, corporate sector are providing good working condition atmosphere and attractive salary package to retain its efficient employees. Both the sectors are doing their best to increase the job satisfaction level of their employees.

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