



## An Analysis of Factors Affecting Job Satisfaction of Women Employees in Schools

\* LAKSHMI  
PRIYA.K

Department of Commerce, Sree Narayana Guru College, Coimbatore -105.  
\* Corresponding Author.

### ABSTRACT

*Now a day, we come across a drastic demographic change in organization i.e., more number of women are moving into the higher position than before. Satisfaction in the job is mainly influenced by the employee's perception towards their services. This study will put light on the "satisfaction of women teachers". It will help us to examine whether a female employee is comfortable and satisfied with their job while working in schools.*

**KEYWORDS :** Women Employees, Job, Satisfaction, School

### INTRODUCTION

"A pleasurable, positive, emotional state resulting from the appraisal of one's job or job experience. It results from the perception that one's job fulfills or allows the fulfillment of one's important job values provided and to the extent that these values are congruent with one's needs" –Edwin A.Locke. Job satisfaction results when job characteristics and the wants of employees are in agreement. In other words, when the reward from the job performance and one's expectations of the job are in consonance with each other. A worker will said to be satisfied, if he gets what he expected. It is experienced that job satisfaction relates to the inner feelings of a worker regarding his job. There are various factors, which influence job satisfaction. These factors may be classified in to the following.

1. The characteristics of the individuals consisting of individual differences, age, educational level, intelligence, sex and
2. The characteristics of the job which comprises occupational level, Job contents, considerate leadership, pay and promotional opportunities, social interaction and working in a group, security of job, intrinsic aspects of the job and working conditions.

Top reasons for leaving a job for Indian women include poor work culture (68%), gossip (66%) and the feeling that their work goes unnoticed (58%). More women than men feel trapped in their current position, say they do not like the work they are doing, and find hours too long or the workload too heavy. The costs attached with job dissatisfaction include training, recruiting, as well as reduction in the student enrollment base. If employees are satisfaction then it can improve productivity, reduce staff turnover and enhance creativity and commitment. So, job satisfaction must be considered, but very few organizations seriously consider job satisfaction. Several researches have been taken place for supervision and job satisfaction and finding shows significant relationship. Hawthorne studies shows that attitude of the employees can be change by developing co-operative spirit between employees and their bosses (Roethlisberger and Dickson, 1939). Rohila (1966) says that decentralized organization may provide each individual more freedom and opportunities. Many researchers say that colleagues' cooperation and job satisfaction are positively related. Vanjeist (1951) said that colleagues who were rated high by their co-worker were more satisfied with their work. Robert (1977) found that good interpersonal relation as one of the most important factor for job motivation. In one other study, Glickin (1977) found job satisfaction of social workers in which he found prominent role of co-worker relation in the Job satisfaction. Roger (1955) stated that majority of male teachers were very much satisfied with classroom teaching when we talk about teacher-pupil relationship. Smith (1978) found that teachers feel students as their child. Blum and Naylor (1968) said that security play a role in job satisfaction. Kalanidhi (1973) found women workers treat security as most important factors.

Job satisfaction is the centre of the concentration for researchers over three decades. The reasons for such concentration are many fold. They are, Job satisfaction has some relation with mental health of the people, it has some degree of positive correlation with physical health of individuals, it spreads goodwill about the organization, the individ-

uals can 'live with 'the organization and it reduces absenteeism and turn over. Therefore because of these reasons, the study has given more significance to this concept. To study the factors influencing the level of job satisfaction of women teachers towards schools. To offer suggestions and recommendations.

### SCOPE OF THE STUDY

The approach to the study has been from the point of view of women teachers and job satisfaction. This study covers women teachers in schools and it measures the level of job satisfaction.

### SAMPLING DESIGN

The sample District, Theni has two educational taluks for higher education namely Periyakulam and Uthama palayam. Among the 31 higher secondary schools functioning in the Periyakulam Educational Taluk, where 810 teachers are working. Out of these, 10 schools were selected at random. The total number of teachers working in the selected 10 schools are 285 of which 108 are males and 177 are females. Among the female teachers working, 50 women teacher's five each from one school were selected by applying stratified random sampling technique taking in to account the total seniority as strata.

### METHODOLOGY AND TOOL FOR DATA COLLECTION

This study is an empirical research, based on the survey method. The data relating to the women teachers were collected with the help of an interview schedule. The Secondary data have been collected from the official records of the District Educational office, Theni. The chief Educational office, Theni, The Directorate of Secondary Education, Chennai and the District Collectorate, Theni. Statistical tools such as Chi-square test and Likert's Scale technique were used for this analysis.

### Hypotheses

On the basis of the objectives the following hypotheses have been tested with the help of the Chi-square test. There is no relationship between the factors influencing the satisfaction of the women teachers and their level of satisfaction.

1. Age of the sample respondents does not influence the level of job satisfaction among the women teachers in educational institutions.
2. The Size of the family of the sample respondents does not influence the level of job satisfaction among the women teachers in educational institutions.
3. The Designation level of the sample respondents does not influence the level of job satisfaction among the women teachers in educational institutions.
4. The Occupational level of the sample respondents does not influence the level of job satisfaction among the women teachers in educational institutions.
5. Working conditions to the sample respondents does not influence the level of job satisfaction among the women teachers in educational institutions.
6. Provisions made in the salary of the sample respondents do not influence the level of job satisfaction among the women teachers

- in educational institutions.
- Income from employment of the sample respondents does not influence the level of job satisfaction among the women teachers in educational institutions.
  - Social recognition of the sample respondents does not influence the level of job satisfaction among the women teachers in educational institutions

Satisfaction Scale

To measure the satisfaction of women teachers the following ten indicators have been identified. The respondents were given the option to Indicate whether there was satisfaction of the services or not.

- Cent percent job satisfaction.
- The working conditions.
- Employees produce more results.
- Good student-teacher-parent relationship.
- No unnecessary problems created by the students.
- Hesitation on availing eligible leave.
- The employer looks for the situations to punish the employees.
- Institution is near to the residence.
- Availability of conveyance.
- Co -education leads to social mingling.

As there is no readymade scale to measure the satisfaction level, a scale namely “ satisfaction scale” has been developed by awarding scores to the above ten components. A two point scale is used to study the satisfaction of the sample respondents.

Accordingly the points were given as follows

	Yes	No
Scores	2	1

If the respondent has satisfaction for all the ten services, then she has a total score of 20 at the rate of 2 for each indicator. If the respondents did not have satisfaction on any of the ten services rendered by the institution, and then she was awarded a total score of 10 at the rate of 1 for each indicator.

RESULTS

Respondents’ Satisfaction towards Services Rendered By Educational Institutions

Table 1. Respondent’s Satisfaction towards the Services

S. No.	Category	Yes	No	Total
1.	Cent percent job satisfaction to the employees	41	9	50
2.	The working condition induce the employees to work to their fullest satisfaction	43	7	50
3.	The employees try to bring more results individually and collectively	49	1	50
4.	The is good student teacher parent relationship	45	5	50
5.	Students do not create unnecessary problems	46	4	50
6.	Employees hesitate or reluctant on availing eligible leave.	31	19	50
7.	The employer always looks for situations to punish the employees when they do not abide by the rules	15	35	50
8.	The institution is near the residence	35	15	50
9.	Conveyance facilities are available	41	9	50
10.	Co education leads to social mingling	33	17	50

Source: Primary data

From Table 1. could be observed that out of 50 sample respondents, 41 have attained cent per cent satisfaction whereas 9 have attained id. 43 of the sample respondents have stated that working conditions induce them to their fullest satisfaction, while the remaining 7 have

denied it. Forty nine out of 50 respondents tried to bring more results individually and collectively but only one did not do it. Forty five of them have said that there is good student -teacher –parent relationship whereas five refused it. 46 have opined that students do not create unnecessary problems, 31 have said that they hesitate on availing long leave, whereas 19 did not say as a true one. 15 respondents have told that when they do not abide by the rules, the employer looks for the situation to punish them. But 35 respondents did not agree this. Thirty five respondents are residing near the institution, but 15 of them are living far away from the institution. 41 stated that there is easy availability of conveyance facilities whereas nine did not agree it. 33 respondents have said that co- education leads to social mingling, while 7 respondents have not accepted it.

Classification of Respondents on the Basis of their Satisfaction

The women sample respondents were classified in to three categories viz.,

- Respondents having high level of satisfaction.
- Respondents having medium level of satisfaction.
- Respondents having low level of satisfaction.

The classification was made on the basis of the following (criteria) factors. The arithmetic mean and Standard deviation of the total satisfaction score of 50 respondents were computed. The arithmetic mean of 50 respondents was 18 and their standard deviation was 2.Those that scored above mean and Standard deviation (18+2=20) were considered to have high level of satisfaction. Those who scored below mean and Standard deviation (18-2=16) were considered to have low level of satisfaction and who have scored in between mean and Standard deviation. i.e 20 and 16 were considered to have medium level of satisfaction towards services rendered by the Educational institutions..

Table 2 shows the extent of satisfaction of 50 sample respondents extent of satisfaction

S. No.	Category	No. of Respondents
1	High level	8
2	Medium level	33
3	Low level	9
	Total	50

Source: Primary data

Out of the 50 sample respondents, 8 of them have “High level of satisfaction” while 3 have “Medium level of satisfaction “and 9 have “low level of satisfaction “towards services rendered by the educational institutions.

Factors Influencing the Overall Satisfaction

The age, size of the family, educational level, occupational level, working conditions, provisions in the salary, income, positions held and social recognition are identified by the researcher as influencing the level of satisfaction towards the services rendered by the educational institutions. In order to find the relationship between these factors and the level of satisfaction of the sample respondents, the chi-square test has been applied.

Table 3. Chi-square Analysis-Factors Influencing the overall Satisfaction of the Sample Respondents in Educational Institutions.

S. No.	Factors	Chi-square value	Table value	S/NS
1	Age of the sample respondents	0.77	5.99	NS
2	Size of the family	0.86	5.99	NS
3	Designation level	1.6324	5.99	NS
4	Occupational	3.46	5.99	NS
5	Working conditions	4.6011	5.99	NS

6	P provisions made in the salary	1.19	5.99	NS
7	Income from employment	1.48	5.99	NS
8.	Social recognition	0.86	5.99	NS

#### Source: Primary data

#### SUMMARY

The sample women respondents were divided in to different groups such as high level, medium level and low level according to some factors. In this analysis, the researcher has identified eight factors such as age of the employees, size of the family, educational level, occupational level, working conditions, provisions in their salary, income, and social recognition of employees.

The study has also analyzed the relationship between the factors influencing the the satisfaction and level of satisfaction. Then each factor was tested with the help of Chi-square test to find out whether it has a significant relation on the factors and the level of satisfaction towards the services or not. But the analysis has revealed that, all the above said eight factors have not influenced the women sample respondents' satisfaction level.

#### SUGGESTIONS

Based on the findings of the study, the following suggestions have been made.

1. Necessary steps may be taken by the management of the educational institutions to develop the overall personality of the employees.
2. To improve the good health of the employees, the poor sanitary conditions prevailing in the educational institutions can be improved.
3. The management should take all possible steps to grow good relationship with the employees
4. The employees should be allowed and compelled to attend counseling programmers.
5. Compulsory savings scheme can also be forced on employees.

#### CONCLUSION

As an outcome of the study, it is to be stated that the sample respondents have attained job satisfaction though not at all but at least a majority of the respondents. Many faced some problems. The researcher has given possible remedial measures to be taken by the management and the women teachers.

#### REFERENCES

- Blum, Milton L., and Naylor, Jack C. (1968). Industrial psychology, Harper and Row, New York, 364-386. | Glickin, M.D. (1977). A regional study of the job satisfaction of social workers. Unpublished doctoral dissertation, University of Utah, 1977. | Kalanidhi, M.S., (1973) Problem of job satisfaction among women workers in industry, (In). | Munhurrin, P.R., Naidoo, P. and Bhiwajee, S.D.L. (2009), "Employee perceptions of service quality in a call centre", *Managing Service Quality*, 19(5): 541-57. | Roethlisberger, F.W. and Dickson, W.J., (1939). Management and the worker, Harvard University press, Cambridge. | Roger, D., (1955). A Study of the reaction in the elementary schools, *Journal of Social Education*, 4: 120-121. | Rohila, P., (1966). Job satisfaction- a research summary, *Indian Education Review*, 1 | Smith, F.D., (1978). A network analysis of a bureau of Indian affairs school system of determines factors involved in job satisfaction, *Dissertation Abstract International*, 38(7):4085-A. | Vanjeist, R.H., (1951). Worker Popularity and job satisfaction, *Personnel Psychology*, 4. |