



Research Article

Job Satisfaction among Women Employees–An Empirical Study

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Received: February 20 2023/Accepted: March 22 2023/Published: 07 April 2023

Abstract

The level of job satisfaction among women is a crucial component of their labour market experience since it may indicate how successfully they have adapted to the world of work. The issue is particularly crucial for women in their thirties and forties because their children are often in school and their reduced home obligations greatly facilitate their return to the workforce. However, the unique labour market issues that frequently affect these women, such as balancing work and home obligations, skill obsolescence, readjustment issues brought on by extended absences from the workforce, or sex discrimination by employers, may prevent successful reintegration into the workforce. The researcher used a descriptive research design, which systematically collects data to describe a phenomena, event, or population. The goal of this study is to characterize a certain variable or combination of variables. The researcher used census method for the study. The reliability test was conducted for this study. The Cronbach's alpha value was found to be 0.677. In this research respondents have equal level of opinion on work relations, work stress factor and work life balance. Helping employees feel connected to their work, motivated and inspired by a mission, and able to develop a sense of purpose and meaning in their daily lives are all necessary for maintaining employee engagement and satisfaction. Positive workplace relationships are a major factor in total employee job satisfaction. To create solid, trustworthy relationships that foster improved cooperation and team trust, encourage employees to connect over interests outside of work. When people collaborate better, business operates more smoothly.

Keywords: Work relations, work life, welfare, job stress, work life.

Introduction

When determining an employee's level of job satisfaction, it is important to take into account how they feel about their colleagues, supervisors, and company policies in addition to how satisfied they are with their entire position. In any firm, employee productivity is a key factor in accomplishing corporate objectives. This emphasizes the significance of continuing to pay attention to employee satisfaction as a crucial problem for small businesses and large enterprises alike. Organizations are advised to identify key concerns that may genuinely effect employee job happiness and make an effort to address these situations that lower an employee's degree of job satisfaction in order to attain this ultimate productivity. Employee retention in a business depends on their level of job satisfaction. It is crucial to comprehend how different generations view their jobs and the generational disparities among them.

Because a satisfied employee will work for the organization's interests, improving overall work performance, organizations need to understand what genuinely makes a person happy to stay in the organization. Job satisfaction is not only about the role you work in - different firms or organizations have different tactics that can make all the difference in whether or not their employees are satisfied. Job satisfaction is based on how employees feel about their work; it contrasts the positive aspects of their careers, such as feeling respected or having a purpose, with the negative aspects, such as working long hours or hard duties, or feeling underappreciated as an employee. Employee performance improves if they feel content, at ease, valued, and motivated. Let's examine the advantages of high job satisfaction within an organization. Employees are less inclined to look for work elsewhere if they are content and pleased in their position.

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Particularly in highly technical industries where the on boarding and training phases might last months, this reduces the time and money spent acquiring and educating new employees. To attract and keep top people, a company's profile and branding are essential. Employees are more likely to remain devoted to the business if they are content and pleased. Also, it improves the likelihood that they will recommend their place of employment to friends and family. Building a good company reputation through word-of-mouth is essential for expanding the organization's influence beyond employment.

Reddy (2018) in his work focused on the satisfaction of employees on the variables like Training and Development, Motivation, Counseling, relations with Superiors, Safety and Health Measures, Job security in the organization. The study has adopted primary data through questionnaire method with the sample size of 90. Through simple random sample techniques and the collected data are analyzed through the statistical tools mean, median, t-test, ANOVA. There is significant influence of Age, Gender, Experience, and Level in the organization on Motivation and counseling at 0.001 levels. There is significant influence of Education Qualification, Department in Training and Development at 0.005 levels. The satisfaction of employees will judge the betterment of Human Resource department. Understand the needs to satisfy the employees are most important. This study will help to identify such needs. Hayati (2022) study begins with the phenomenon of workload problems and unclear tasks that cause employees to meet the workload given by employees to get promotions in accordance with career development plans that have not been implemented properly, so that the resulting job satisfaction not in accordance with the wishes of employees. The need of this investigation was to find out the relationship between work load (WL) and career development (CD) on job satisfaction or FT XYZ this article use quantitative methodologies. A total of 88 samples were used, with 88 participants participating in the saturation sample study. A questionnaire was chosen as a test data capture approach in this inquiry for validity and reliability testing of the research instrument. PLS SEM is used to analyse data using structural model analysis. According to the findings of this research, workload (X₃) does not appear to have a direct impact on job satisfaction (Y) Workload (x₃) influences career growth p₂), and career development (x₂) influences job satisfaction (Y). The factor of workload (X₁) through career development (X₂) has a large enough impact on job satisfaction (Y) FT XYZ. Shanmugapriya (2016) in his study, the employees of public sector banking opined that the state banks had a sea turn in their success in analyzing determinants of job satisfaction. Moreover, the economic and financial market reforms have begun.

Various factors have made India one of the world's fastest-growing economies, including opening the global markets, reforming the banking system, rising investment levels, the proactive regulatory landscape, and its demographic profile. There is no question, for a functioning financial environment, a safe banking sector is important. Indian banks have good human capital and operating technologies oriented, being the largest and most profitable domestic and global scenarios.

Sriram (2020) in his study on employee satisfaction is a factor in motivation, retention and goal achievement in the place of work and commitment is a factor that include no excess work load, treating employee with respect, provide recognition & rewards, fringe benefits and positive management. The purpose of this topic is to study the employee satisfaction and organizational commitment and to examine the satisfaction level of staff and its impact on Commitment. This is descriptive and empirical in nature and purposive sampling technique is used. The study is based on primary data, which has been collected through structural questionnaire, filled by member stake 50 respondents of has been selected on random sampling basis percentage method is used for data analysis. According to findings of this data the employee satisfaction effects commitment of management and staff. Factors affecting employee satisfaction and commitment are rewards, stress, leave, benefits and compensation given to the staff by the management which is important to improve the motivation level and employee satisfaction.

Significance of the Study

Women who are happy and satisfied with their jobs are more likely to perform well and stay with company for a longer period of time. In fact, business units with employees who rank in the top half for employee engagement have a 50% higher success rate in terms of productivity outcomes. Women's performance improves when they are happy, relaxed, valued, and motivated. Let's take a look at the advantages of high job satisfaction in the workplace. Job satisfaction is thought to be important in certain ways. Employees who report high job satisfaction tends to produce higher productivity rates, regardless of job title or salary compensation. Keeping employees happy and safe can benefit both the organization and the employees. Only minimally more satisfied employees are likely to perform better than disgruntled employees. Dissatisfied employees are only marginally less likely to miss work and quit the company than satisfied employees. The present study was aimed with the following objectives.

- To study the job satisfaction of the women employees.
- To study about the opinion on work relations.
- To study about the quality of work life.



- To know about the welfare facilities.
- To know about the job stress factor.

Materials and methods

Research design: The researcher used a descriptive research design, which systematically collects data to describe a phenomena, event, or population. The goal of this study is to characterize a certain variable or combination of variables.

Universe and sampling: Data was collected from one of the largest Indian owned business that produces printed circuited boards. They specialized in producing single sided, double sided, multilayer, RF, and specialty PCBs in large quantities. The total population consists of 500 employees across 12 departments. The simple random sampling technique was applied and 20% of the population was taken for the study.

Tools of data collection: The researcher used the questionnaire approach to collect data from the women employees in Hosur. To examine job satisfaction among women employees, a standardized instrument with a Likert scale will be used. Both of the aforementioned instruments were written in English. A Likert scale is used in the questionnaires. Researcher has used the five – point Likert scale as measuring value for the tool.

Results and discussion

It can be also understood, the presented Table 1 states that, half of the respondents (50%) were having low opinion on work relations. Half of the respondents (50%) were having high opinion on work relations. So it is evident that, respondents have an equal level of opinion on work relations. Half of the respondents feel comfortable to work with their colleagues and superiors, but the rest of the respondents do not feel comfortable to work with their colleagues and superiors.

Table 1. Distribution of respondents based on their opinion on work relations.

Opinion on work relations	Frequency	Percent
Low	50	50.0
High	50	50.0
Total	100	100.0

The presented Table 2 states that, more than half of the respondents (51%) were having low opinion on quality of work life. Less than half of the respondents (49%) were having high level of opinion on quality of work life. So it is evident that more than half of the respondents (51%) were having low level opinion on quality of work life. Because they have work related stress, anxiety and burnout, which results in low job performance in their organization.

Table 2. Distribution of the respondents based on their quality of work life.

Quality of work life	Frequency	Percent
Low	51	51.0
High	49	49.0
Total	100	100.0

The presented Table 3 states that, more than half of the respondents (51%) were having low opinion on welfare facilities. Less than half of the respondents (49%) were having high level opinion on welfare facilities. So it is evident that more than half of the respondents (51%) were having low level opinion on welfare facilities in their organization. This may be due to the reasons, that there are inadequate welfare measures in the organization.

Table 3. Distribution of the respondents based on their welfare facilities.

Welfare facilities	Frequency	Percent
Low	51	51.0
High	49	49.0
Total	100	100.0

The Table 4 states that half of the respondents (50%) were having low opinion on job stress factor. It was also find that half of the respondents (50%) were having high opinion on job stress factor. So it is evident that, so it is evident that, there is an equal distribution of stress in the organization as perceived by the employees. Half of the respondents had some work related stressors, such as long working hours, heavy workload, job insecurity and conflicts with co-workers or superiors. Symptoms include poor job performance, depression, anxiety, and sleeping difficulty. The rest of the respondents did not feel much stress in their organization.

Table 4. Distribution of the respondents based on their job stress factor.

Job Stress factor	Frequency	Percent
Low	50	50.0
High	50	50.0
Total	100	100.0

Suggestions

To contribute the most and see their influence, employees need to know exactly what is expected of them. Work with their staff to establish professional milestones and goals so they can identify their prospects for advancement in addition to helping them realize what they are supposed to do right now. Our friendships with mentors and coworkers help us create some of our best professional memories. While creating strong ties and a secure space for people to be themselves may seem difficult for remote workers, it is possible.



An inclusive, blame-free atmosphere where employees can learn from one another and develop within a network of friendships and mentorship is the foundation for employee job satisfaction and engagement. Helping employees feel connected to their work, motivated and inspired by a mission, and able to develop a sense of purpose and meaning in their daily lives are all necessary for maintaining employee engagement and satisfaction.

Conclusion

Employee happiness and comfort at work, as well as meeting their wants and desires, are all considered to be indicators of employee satisfaction. Employee happiness may also be dependent on how well a person experiences their job or how fulfilling their working environment is. In terms of its relationship with several important factors, such as wellbeing, stress at work, control at work, working conditions, etc., employee satisfaction may be clearly recognized. Effective employee happiness for individuals reflects from the emotional sensation they have about their employment. Employee satisfaction is founded on how the organization treats the employees.

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Cite this Article as:

Diyana and Fonceca, C.M. 2023. Job satisfaction among women employees–An empirical study. *J. Acad. Indus. Res.* 11(3): 52-55.