

## Studies on the satisfaction and attitude of working women towards job

D. MURALI AND M.S. KULKARNI

Accepted : August, 2008

See end of the article for authors' affiliations

Correspondence to:

**D. MURALI**

Department of Family Resource Management, College of Home Science, Marathwad Agricultural University, PARBHANI (M.S.) INDIA

### ABSTRACT

The investigation was carried out to assess the level of satisfaction gained and attitude of working women towards job among randomly selected 100 women working in different nature of job. The results showed that majority of the working women were neither satisfied nor dissatisfied but were neutral with work having a positive attitude towards job. The satisfaction gained from job and attitude of working woman towards job were correlated with various aspects of job like length of service, duration of office hours, time spent with family, amount of money saved etc. The satisfaction gained and attitudes of working woman varied with the type of job taken up by the woman.

**Key words :** Working women, Satisfaction, Attitude.

Women's employment is a recent origin especially the later half of the 20th century (late sixties and seventies) has been marked by a rapid rise. Entry of woman of all social classes into professional occupation has been speeded up in recent years with the increased pace of urbanization and modernization. By taking up employment, woman have to play a dual role as housewife and wage earner combining these two roles in home and work successfully calls for not only skill but also physical and psychological acceptance besides some sacrifices and adjustment to the changes brought about by this combination (Hemlatha and Suryanarayana, 1983). Work satisfaction and attitude of working women towards job plays an important role in determining how happy or unhappy the woman is with various aspects of job. It has been observed that worker satisfaction leads to organizational goal of productivity and on the other hand worker's dissatisfaction with certain conditions of job causes serious work problems. Hence an attempt was made in this study to assess the satisfaction and attitude of working women towards Job.

### METHODOLOGY

Based on the mean and SD values calculated from pilot study a sample of 100 working women were selected randomly for this study. Personal interview technique was used for collecting the data. The level of satisfaction gained from employment was assessed by asking the women to express their satisfaction to various aspects of employment on five level of satisfaction namely highly satisfied, satisfied, neutral, dissatisfied and highly dissatisfied. To quantify the data the level of satisfaction was scored from 1 to 5 for highly dissatisfied to highly

satisfied category.

The average total scores of satisfaction was categorized into:

Satisfied -	51-85
Neutral -	26-50
Dissatisfied -	01-25

The attitude of working was assessed by preparing a set of 15 statements on problems related to office and household responsibilities after taking the opinion of experts and referring some text books. The women were asked to respond their agreement on five levels of agreement namely strongly agree, agree, neutral, disagree and strongly disagree to the 15 statements which were half favourable and other half unfavourable. The favourable statements were scored 1 to 5 for strongly disagree to strongly agree while it was reversed for unfavourable statements. Based on the total attitude score attitude of the women was divided into 3 categories

Positive	51-75
Neutral	26-50
Negative	01-25

### RESULTS AND DISCUSSION

Most of the selected working women were 20-30 yrs. (36%) and 31-40 yrs old (40%) while 24 per cent of women were above 40 years of age. More than half of the respondents were college educated (56%) while 44 per cent were educated upto High School level. More than half of the respondents (59%) were earning a monthly income between Rs. 4,000/ to 6,000 while 26 per cent were getting Rs.8,000- to 16,000- per month. Only 15 per cent of the women were earning monthly income of less than Rs. 4,000/-. A vast majority of the working