

Studies on the satisfaction and attitude of working women towards job

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Accepted : August, 2008

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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

women belonged to Nuclear family (80%). Almost an equal percentage of 48 and 38 women were working as clerks in government offices, banks etc. and teachers. The percentage of women who worked as lecturer was only 14. The data on the years of service put up by the respondents revealed that 34, 25 and 41 per cent of women had 3-4, 6-10 and 11-15 years of working experience respectively. Majority of the women (74%) worked for 4-7 hours in a day while 13 per cent of women worked for 3- 4 hours per day. A vast majority of women were working in permanent job (84%) while only 16 per cent of women were working in the temporary post.

The findings also indicated that around half of the respondents took up work because of economic necessity (50%) and 44 per cent for utilization of education. Where as 28, 27 and 21 per cent of working women expressed availability of work, personality development and career aspiration, respectively as the reason for working. Only 10 percent of women took up job to supplement family income while a very meagre percentage of women worked to overcome burden (4%) and due to increasing cost of children's education (7%).

Table 1 : Satisfaction and attitude of working women towards job

Aspect	Score	Percentage of working women
Satisfaction		
Dissatisfied	(01-25)	05
Neutral	(26-50)	78
Satisfied	(51-38)	17
Attitude		
Negative	(01-25)	
Neutral	(26-50)	18
Positive	(51-75)	82

Satisfaction and attitude of working women towards job is reported in Table 1. It is evident from the table that vast majority of working women were neutral (78%) that is either satisfied or dissatisfied while 17 per cent of them were satisfied with their job. A higher percentage of women were having positive attitude towards job (82%) while 18 per cent of them were neutral towards job.

Vast majority of the working women (93%) had freedom to spend money on clothes, buy gift for friends and other essential items to family. More than half of the respondents opined that salary (59%), office timings (62%) domestic help (68%) they got was adequate and had normal and healthy relationship with colleagues (58%) and boss (81%). Vast majority of the family of working women (98%) were having positive attitude towards job of women.

Correlation of satisfaction and attitude of working women with selected aspects of job is shown in Table 2. It is clear from the table that satisfaction and attitude score of working women was ranging from 42.30 to 45.36 and 55.44 to 55.85, respectively. Statistical analysis revealed a positive correlation between satisfaction score and years of experience in 6-10 years of service group of working women ($r=0.33^*$) and a negative correlation in the 11 to 15 years of service group of working women ($r= - 0.24^*$).

A negative correlation between satisfaction score and duration of office hours was reported. Time spent by the working women with family was positively correlated with the mean score of attitude and satisfaction. This clearly shows that women develop more positive attitude and get more satisfaction with more amount of time spent with family. The amount of money saved by working women was positively correlated with the mean score of satisfaction (Table 2).

Correlation of satisfaction and attitude of working

Table 2 : Correlation of satisfaction and attitude of working women with selected aspects of job

Aspects	Satisfaction			Attitude		
	Mean	'r' value	Regression	Mean	'r' value	Regression
No. of years of service						
1-5	42.44	0.09 NS	--	55.85	0.29 NS	--
6-10	45.36	0.33*	$y=22.91 + 1.33x$	55.44	0.18 NS	--
11-15	42.30	0.24*	$y=68.27-1.39x$	55.70	0.19 NS	--
Total	42.62	0.18		55.41	0.06 NS	--
Duration of office hours						
1-4	49.92	0.38NS	--	59.38	-0.42 NS	--
5-7	43.92	-0.14 NS	--	55.00	0.04 NS	--
Above 7	36.08	0.12 NS	--	53.77	0.48 NS	--
Total	42.63	0.23*	$y=14.06-0.16x$	55.41	-0.15 NS	--
Time spent with family	42.63	0.35*	$y=14.06+ 1.28x$	55.41	0.19*	$Y=50.08+0.49x$
Amount of money saved	42.63	0.20*	$y=14.06+ 14.04x$	55.40	0.06 NS	--

women with different occupational status is reported in Table 3.

Though, there was difference in the satisfaction and attitude scores between teachers, clerks and lecturers and statistically the relation was non significant. Positive correlation was observed only in the cadre of teachers in the mean score of attitude and satisfaction. Application

Table 3 : Correlation of satisfaction and attitude of working women with different occupational status and nature of employment

Aspects	Mean Satisfaction Score	Mean attitude score	r value
Occupational status			
School teacher	46.23	56.10	0.26*
Lecturer	47.57	54.21	0.004 NS
Clerk	38.40	55.17	0.03 NS
Nature of employment			
Temporary	39.93	52.64	0.12 NS
Permanent	43.10	55.90	0.08 NS
Overall	42.63	55.41	0.98*

F Value - 10.81 *

S.E.± - 3.04

C.D. - 6.01

of analysis of variance recorded a significant difference in the mean score of satisfaction between the working women of different occupational status. The lecturers scored significantly more (47.57) for satisfaction than that of the clerks (38.40). The satisfaction scores of school

teachers and lecturers were at par with each other. With regard to nature of employment it was found that mean attitude and satisfaction score of women working in permanent job women was more than the women with temporary jobs. However, statistically difference was non significant.

Conclusion:

From the above findings it can be inferred that through the economic scarcity has compelled .the women to leave the security of their homes to join labour force, most-of -the working women are happy with their dual role. The working women studied had a good and congenial working atmosphere which is one of the contributory factors to overall happiness and satisfaction in life.

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