

A comparative study on life satisfaction among male and female employees

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ABSTRACT

Present study compared life satisfaction among male and female employees working in banking sector. Udaipur City (Rajasthan) was the locale of study. The sample for the study comprised 60 male and 60 female employees (30 from Public and 30 from Private Banks, respectively). Age group of the samples was 20-60 years. Life satisfaction was assessed by LS-Scale developed by Dr. Q.G. Alam and Dr. Ramji Srivastava. Results find that there is no significance difference found in life satisfaction among male and female employees.

INTRODUCTION

Life-satisfaction is one of the indicators of 'apparent' quality of life. Life-satisfaction is the degree to which a person positively evaluates the overall quality of his/her life as-a-whole. Life satisfaction is affected by numerous aspects of life. These so called life domains and it can roughly be classified into two categories: 1) micro-social life domains (or individual living conditions) including features such as work related conditions, health conditions, marital status and financial household status, and 2) macro-social life domains (or societal conditions) including aspects such as governmental performance, political democracy, welfare growth and economic equality. In general, Life satisfaction is manifested through health,

economic, marital, personal, social and job satisfaction. Lack of satisfaction may be reflected in lack of adjustment in either of the areas identified earlier. With shifting demographics relevant to workplaces and placing the responsibility shroud on the employers, employees themselves seem to be mystified with the growing demands of both work and family roles. Two important issues in adult life are family and work. However, the role expectation of these two domains is sometimes in compatible and lead to work- family interference (Netmayer *et al.*, 1996). Traditionally, work and family have been considered separate domains. Employers did not consider the employees' family responsibilities as relevant to their work life. Growing economies and modern times have witnessed a rise in the number of dual-career

families with deleterious effects on Life Satisfaction. Gender also plays a vital role in life satisfaction. Women comprise nearly half of the national population of our country. Hence the development of the country is inseparably linked with the status of development of women. Common tendency of Indian society is that men were the breadwinners who had the responsibilities at work whereas women were perceived to have family responsibilities such as care giving, cooking, house hold task and so on. The women of the present age exhibit their abilities in every field. Now women are also entering into the corporate world, where working conditions are not gender wise. Women who are in job are active member of the family or say "core agent" of the family and are a responsible employee for their institutions. Indian women are responsible for their domestic task. Although status of women at home depends on their social class, the majority of Indian women are responsible for housekeeping, child care, and all other aspects of tending a home. Thus, employed women must bear lots of pressure from existing home and work responsibilities. Despite the existing role pressure that women face, the number of women participating in the workplace is increasing steadily. Thus, the present study is an attempt to evaluate the life satisfaction among men and women employees in same working condition.

MATERIAL AND METHODS

Locale of the study:

The present study was conducted within the municipal limits of area of Udaipur city.

Sample :

For this study, the selection of sample was done after obtaining list of banks within the municipal limit of Udaipur city. After enlisting, the sample was selected on the basis of delimitations of the study. A preliminary survey was made in different banks of Udaipur city. Then Banks were divided into public and private sectors. Chief Manager of banks was personally contacted and a list of the bank's branches of a particular bank (which was operating in Udaipur) was obtained from them. Then, lists of employees (Assistant Managers) were also acquired of different branches. Assistant managers were selected purposively according to the delimitations of the study.

Procedure:

The total sample for the present study was 120 employees including 60 from public and 60 from private banks. 60 employees were further divided into 30 male and 30 female employees from both sectors. After getting due consent of the chief manager of the banks, assistant managers were personally contacted. For data collection prior permission was taken from the employees. The employees were contacted by face to face contact, telephonic conversations and e-mail.

Tools : Preliminary proforma :

The pro forma was constructed to seek the necessary information for the selection of the subjects. The proforma consisted of questions eliciting information related to name of the respondents, age, personal income, marital status and number of children.

Back ground information questionnaire:

A Proforma was prepared to obtain basic information like name, age, sex, educational qualification, duration of service, bank's name, working hours, personal income, health status, religion, type of employment contract.

Life Satisfaction Scale (2001) Life Satisfaction Scale (Dr. Q.G. Alam and Dr. Ramji Srivastava). The life satisfaction scale comprises of sixty items related to six areas of life viz., health, personal, economic, marital, social and job satisfaction. The responses were given in Yes/No. Yes' responses indicated satisfaction, whereas no indicate dissatisfaction. There was no time limit. Every 'Yes' response was assigned 1 mark and sum of marks was obtained from the scale. The obtained marks were considered as raw scores and then raw scores converted into T-score validity of the scale was 84.

Analysis of data:

For comparing the life satisfaction of male and female employees overall and dimension wise mean and standard deviation of the life satisfaction was done separately. 't' test was applied to find out the significant difference between male and female employees.

OBSERVATIONS AND ANALYSIS

It is clearly observed from Table 1 that marginally higher mean scores were obtained from the female employees in overall and dimensions of life satisfaction that is Personal (6.95), Economic (5.60), Marital (7.37),

Social (7.87) and in Job Satisfaction (7.12) than males. Except health satisfaction where male employees show slightly higher satisfaction (5.45) than female employees (4.90). The t- value in table further indicated that, except job satisfaction (t=2.246) there was no significant difference found in overall and in dimensions of life satisfaction *i.e.* Health Satisfaction (t=1.74), Personal satisfaction (t=.787), Economic satisfaction (t=.266), Marital satisfaction (t=.958) and Social satisfaction (t=.410).

The level of life satisfaction among male and female employees was more or less similar because there was no significant gender difference was found in their level of life satisfaction. The reason may be that when these differences interact with organizational environment or situations they can lead to similar outcomes. For both the genders, working condition was same, they were equally paid; the work load was equally allocated and the working hours were alike. According to the Karimi (2009), work-to-family interference has significant and negative effect on job-life satisfaction among male employees and for females, working hours and family to work interference had significant and negative effect on their job-life satisfaction. As argued earlier, due the dual- role pressure that female employees feel, the time that they spend in the work place and also the intensity of responsibilities from the home affect their satisfaction on their job or life. As far as male employees are concerned, they are expected to be more responsible to their work demands, achievement; the work to family interference has more influence on their job-life satisfaction.

The reason for having non-significant differences in health satisfaction of male and female employees may be that both have same duty time and workload as well as family responsibilities. As far as assistant managers were concerned, they were consistently in sitting position,

doing monetary work which needs extra attention. These may lead to obesity, depression, chronic backache, diabetes, hypertension, high cholesterol, heart and kidney diseases. Those in the younger age group (25-30 years) manage to cope up but were at risk. The worst part was that majority of them did not get time to visit a doctor. The reasons vary from a busy schedule to staying in denial mode and some of them take home remedies.

No significant difference was noted between males and females regarding personal satisfaction. Personal satisfaction is a very important factor as a satisfied workforce translates into higher productivity, less absenteeism, more turnover, etc. Men and women may have different personal expectations and use different comparison groups in arriving at evaluations of their lives. For instance, women may compare themselves to other working women rather than to men and thus, may not feel relatively deprived. Or, they may compare themselves to women engaged solely in homemaking and feel relatively satisfied with their life regardless of its burden. In the line with the study Kessler and McRae (1982) indicates that employment outside the home is associated with improved mental health among women, providing tentative support for the hypothesis that women experience outside employment as a relatively favorable option. As banking is a service sector, most employees of both the genders feel satisfied by serving people.

As far as economic satisfaction is concerned, no significant difference was found. The reason may be that, assistant managers of the same profile were equally paid by the banks and there were no gender biases with regard to payment, bonus and other facilities. Banking is a fairly high paying job which leads to lower financial problems. The findings are in line with Clark (1997) who found that men and women in identical jobs become equally satisfied.

As depicted in Table 1 no significant difference was

Sr. No.	Dimensions of life satisfaction.	Male employees (n=60)		Female employees (n=60)		t-value
		Mean	S.D.	Mean	S.D.	
1.	Health	5.45	1.881	4.90	1.570	1.74 (NS)
2.	Personal	6.73	1.471	6.95	1.545	.787 (NS)
3.	Economic	5.50	1.970	5.60	2.149	.266 (NS)
4.	Marital	7.05	1.512	7.37	2.066	.958 (NS)
5.	Social	7.75	1.558	7.87	1.556	.410 (NS)
6.	Job	6.40	1.749	7.12	1.748	2.246* (S)
	Overall life satisfaction	38.88	6.865	39.80	6.901	.729 (NS)

NS=Non-significant difference, S= Significant difference * indicates significance of value at P=0.05

found in male and female with regard to marital satisfaction. The reason may be that both having a partner to discuss their routine work. They can share their problem with their spouse and can plan future strategy for their children. They can carry out their family responsibilities with their own wish. According to background information, majority of respondents were dual earners that lead easily understanding of work pressure of working spouse and hence, less complaining to each other. A study conducted by White and Rogers (2000) strongly indicated that the earnings of a family and stable employment have consistently been demonstrated to increase the stability of marriage, especially from cohabitation to marriage. This study is also supported by the Joshi (2013) which indicated that there was no significant difference between married male and married female employees on life satisfaction.

According to Table 1 no significant difference was found in the social satisfaction of male and female employees. The reason for this finding may be that banking sector is a service sector, where the employees equally contact with the people or customers and both male and female employees are devoted to customers need. Both have equally participated in social services. Moreover, Bank is a workplace where employees are working together. This feeling of belongingness and social support may cause the comparable satisfaction of employees. But, due to a tight schedule, they do not have much time to visit their relatives. In contrast, Murray and Atlunson (1981) analyzed that women weigh relations with coworkers more heavily and that men weigh advancements more heavily. These differences have been relatively small.

Significant difference was found in between male and female bank employees with respect to job satisfaction where female employees posses higher job satisfaction than male employees. The reason may be that females are having a positive job attitude toward their job. Women are more committed to their organization. Furthermore, some facilities are provided to the female employees such as maternity leave, transfer facilities and less burden of job. Female employees were less demanding and generally facilitated by their male colleagues, especially in private banks. Another possible explanation for women's more positive job attitude was that women may rely on the family as an alternative source of satisfaction and therefore, evaluate work-related concerns in a softer light. This study is consistent with (Bender and Heywood, 2005) who were reported that overall, women have higher job satisfaction than men. However, men and women value job flexibility differently, and once this difference is controlled, gender composition will play no role in determining job satisfaction.

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