

# To Study the Job Satisfaction of Women Employees in Private Industry - A Case Study on Davangere Industries

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**Abstract:** *The study focused on the job satisfaction among women employees in private industry, 100 respondents were selected randomly in the organisation for the research study. The research analysed that Job satisfaction is a part of life satisfaction. Here the paper devoted mainly to analysis of women employees' job satisfaction in Private Industries, the result has been found the working women in the organisation are experiencing a higher level job satisfaction in the present Working condition. So for Job satisfaction to women employees is influenced by variety of factor like; quality of physical environment in which they work, higher authority motivation, Working hours, Supervision team, Training, Appreciation to their job task, high security to women employees, no any sexual harassment unit in the organisation, Personal and professional growth by organisation, all the above says the degree of fulfilment in their work.*

**Keywords:** Job Satisfaction, Employee Loyalty, Employee Performance, Job Security, Working Environment.

## I. INTRODUCTION

Job satisfaction, an unquantifiable metric, is defined as a positive emotional response you experience when doing your job or when you are present at work. Leading organisation are now trying to measure this feeling, with job satisfaction surveys becoming a staple at most workplaces. It is important to remember that job satisfaction varies from employee to employee. In the same workplace under the same conditions, the factors that help one employee feel good about their job may not apply to another employee. For this reason, it is essential to have a multidimensional approach to employee satisfaction.

Employee satisfaction is the express used to speak to whether are happy and assuage and fulfilling their desires and needs at work. Various measures reason that employee satisfaction is a considered delegate inspiration, specialist target achievement, and positive employee decide in the workplace. Employee satisfaction while all things considered a positive in your association, can similarly be a spoilsport if normal agents stay since they are satisfied by your working environment. Introduction

Earlier in life, women had a greater role to play as housewives. As wives and mothers responsible for the growth of their children and homemakers in charge of the operations of their houses, they assume an active role in their domestic duties. However, as educational facilities have improved, they have gradually improved. started working outside of the house. They have to juggle work and domestic responsibilities. The majority of women work in industry and social institutions such as schools, colleges, and hospitals. Their responsibilities are evolving as a result of the new economic, dynamic, and political environment, and they are gaining a better position and justice. Their attitudes regarding work, marital status, and maternal status all have an impact on their mental health.

Job satisfaction is one of the most crucial factors that women have conquered across the world. Several research have been undertaken to discover the elements that influence women's job happiness and how it affects productivity in the workplace. Employment satisfaction refers to a person's mental attitude toward their job, which can be positive or negative. "A happy employee is a productive employee," as the saying goes. Because the majority of individuals spend the majority of their lives at work, job happiness is quite significant. A woman, in particular, spends her time working and caring for her family.

Furthermore, job satisfaction has an influence on employees' whole lives since a contented woman employee is also a stable, positive, and happy human being. Women who are very happy at work have superior physical and mental health.

However, in other circumstances, women employees who are struggling with their family's lack of support experience emotional strain at the same time as job pressure, causing them to suffer. As a result, job satisfaction is critical for women since they must balance work and family in order to be successful in their lives.

The study of work happiness in the private sector has a considerable economic impact. In terms of output, foreign exchange profits, and employment, India's textile industry is one of the country's largest and most significant industries. The majority of female employees work in private business in order to have a job that they enjoy and to learn about themselves in order to live their best lives. In the private sector, India has various advantages, including ample raw materials and labour. It was one of the most beneficial aspects of the profession for working women. Because the majority of female employees are well-versed in technology, the private sector gains as a result of improved growth.

### 1.1 Objectives

1. To know the opinion of women employees about their present job status in the private industries.
2. To study and analyse the factor influencing and affecting job satisfaction of women employees in the organisation.
3. To understand the level of agreement of women employees about the working condition and welfare measures given by the organisation to employees and how its impact on employees job satisfaction in the private industries.

## II. REVIEW OF LITERATURE

Gupta and Nisha (1978) carried out study to find out personal factors affecting job satisfaction among secondary school teachers. Data were collected through Questionnaires. An analysis of data revealed that job satisfaction was derived from and was caused by many interrelated factors. The highest correlation was found between age and job satisfaction. They found the relationship between job satisfaction and work role variables, and personality factors. It was found in the research 50% of teachers working in schools were satisfied with their job in different schools of the eastern states of India.

Dr c Somashekher (June 2014) have made research on "Job satisfaction of working women in India" This paper is devoted mainly to the analysis of job satisfaction among working women in the organized sector of Bangalore city in the state of Karnataka, Nurse, Bank Employee, Primary School Teachers and D Group employees. Job satisfaction is the favourable or Un-favourable with which the employee views his work. It express the amount agreement between one's expectation of the job and the rewards that the job provides. Job satisfaction can be influenced by a variety of factors e.g. the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfilment in their work, etc.

J. Annammal, R. Indirajith (March 2016) have studied "Job Satisfaction" of Women Employees in public and private sector bank. It is concluded that how private sector banks provide good job security with other benefits like medical, pension, gratuity etc. to their employees, on the other hand, private sector banks are providing good working condition and attractive salary package to retain its efficient employees. Both the sector are doing best to increase the job satisfaction level of their employees. The research analysed all the socio-demographic profile of the women respondents and concluded that private banks attracted their employees and retained them with more amenities like high salary, good promotion opportunity and welfare measures and the public sector banks need to concentrate more on women empowerment.

Seema Dey and Jyotirmoy Ghosh (July 2017) the research study was planned to investigate the job satisfaction of working women from different sectors, for research study samples of 300 working women were selected purposively, copper 1976 job satisfaction scale used to study the job satisfaction level. Majority of working women were highly satisfied with the job itself followed by the level of job security, communication and information flow, involvement with the organisation goals and image and image and interpersonal relationship. There was significant difference in job satisfaction between doctor and college teacher and school teacher and nurse. The study found that college teacher had higher job satisfaction in comparison to others. It may be due to status and prestige of college teachers followed by income.

David et al, (2009) found that there is a negative relationship between job stress and job satisfaction. It means that high job stress relates to lower job satisfaction and lower job stress related to high job satisfaction.

### **III. RESEARCH METHODOLOGY**

#### **3.1 Introduction**

Research methodology is a way to systematically solve problem. It may be understood as a science how research is done scientifically. In it we study the various steps that all generally adopted by a researcher in studying his research problem along with the logic behind them. The scope of research methodology is wider than that of research method. Thus when we talk of research methodology we not only talk of research methods but also consider the logic behind the method we use in the context of our research study and explain why are using a particular method. A Strong methodology is the backbone of the research. The method and the strategies adopted in collecting the data for the research, here the research is conducted in the organisation of private industry to make an intensive inquiry of women workers job satisfaction in their employment life.

#### **A. Research Design**

A frame work or blue print for conducting the research project. It specifies the details of the procedures necessary for obtaining the information needed to structure and/ or solve research problem. A good research problem design lays the foundation for conducting the project. A good research design will ensure that the research project is conducted effectively and efficiently.

#### **B. Research Method**

The research has made by the use of survey method, the required source of data will be collected through primary and secondary source. Use of secondary sources has been analyse the earlier studies which were gathered from the different sources like Journals/articles reports internet source so forth.

#### **C. Research Tool**

The information about the research has been collected through Questionnaire. The research deals with descriptive approach with the help of quantitative analysis to find the result in depth, A Questionnaire was developed with both close and open ended questions to access the demographics of women job satisfaction in organisation, time schedule, working conditions, safety and welfare measures given in organisation. The questions chosen will be related to the set of objectives of the research.

#### **3.2 Scope of the Study**

Job satisfaction is a general attitude towards one's job, the difference between the amount of reward workers receive and the amount they believe they should receive. An employee's performance and satisfaction are likely to be higher if her values fit well with the organisation. For instance.

- Job satisfaction is an individual general attitude towards her job.
- Job satisfaction should be determinants of an employee organisation citizenship behaviour.
- A satisfied employee's will be having positive towards her job would go beyond the normal expectation in their job.

In this project, private industry was taken into account to solve our research problem. In total 100 women employees were considered for the analysis of research problem. The study was conducted in the MSIPL for a period of 3 days to collect the data from employees in the organisation through Questionnaire, it is provided the information about Employees' Job Satisfaction level in the organisation structure. The main objective of this project report is to understand the "women employee job satisfaction level in the structured organisation thoroughly practically"

#### **3.3 Sampling and Sample Size**

The research used judgemental sampling to identify the sample for the study, simple Random sampling technique was used. In this study 100 sample taken in MSIPL organisation sample are randomly drawn from different departments in the organisation.

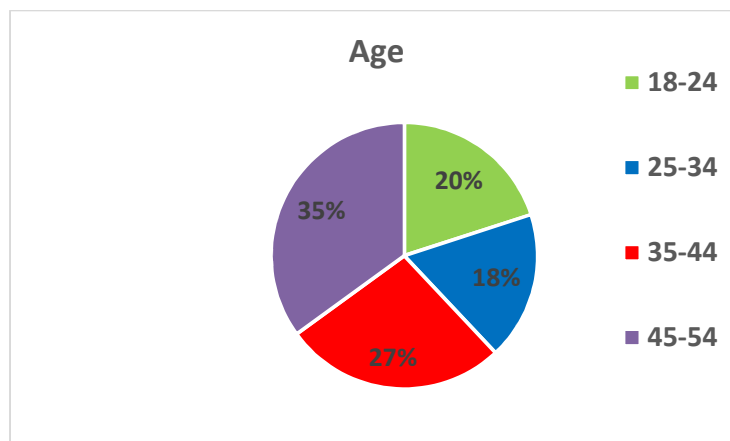
#### IV. DATA ANALYSIS AND DISCUSSIONS

Job satisfaction play an important role in every individual's life in the society, similarly, employment women has increased qualitatively and quantitatively all over the world as a result so far reaching changes that have prompted women to take up employment. The young educated generation have stepped ahead by crossing the traditional barricades and are various occupations. Job satisfaction an individual's attitude toward job undoubtedly is one of the most studied variables in the field of organisational behaviour, when employee's attitude towards job is positive this is said to be job satisfaction, therefore, this paper attempts to study the job satisfaction of women employees in private industry.

#### 4.1 Analysis and Interpretation

##### A. Age

Options	No of respondents
18-24	20
25-34	18
35-44	27
45-54	35

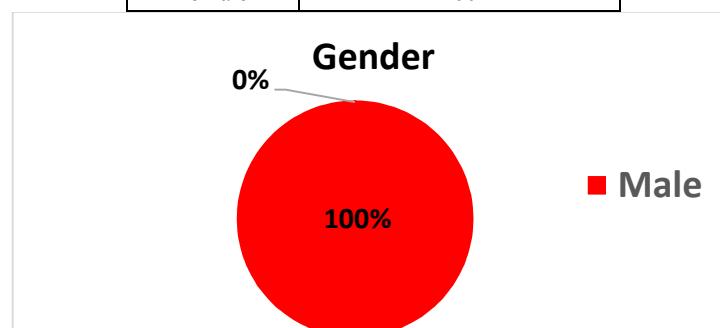


##### Interpretation

From the above table shows that out of 100 respondents 20% respondents belongs to the age group of 18-24, and 18% of respondents belongs to the age group 25-34, and 27% of respondents belongs to the age group of 35-44 and 35% of remaining respondents belongs to the age group of 45-54 and more than 54 also

##### B. Gender

Options	No of respondents
Male	0
Female	100

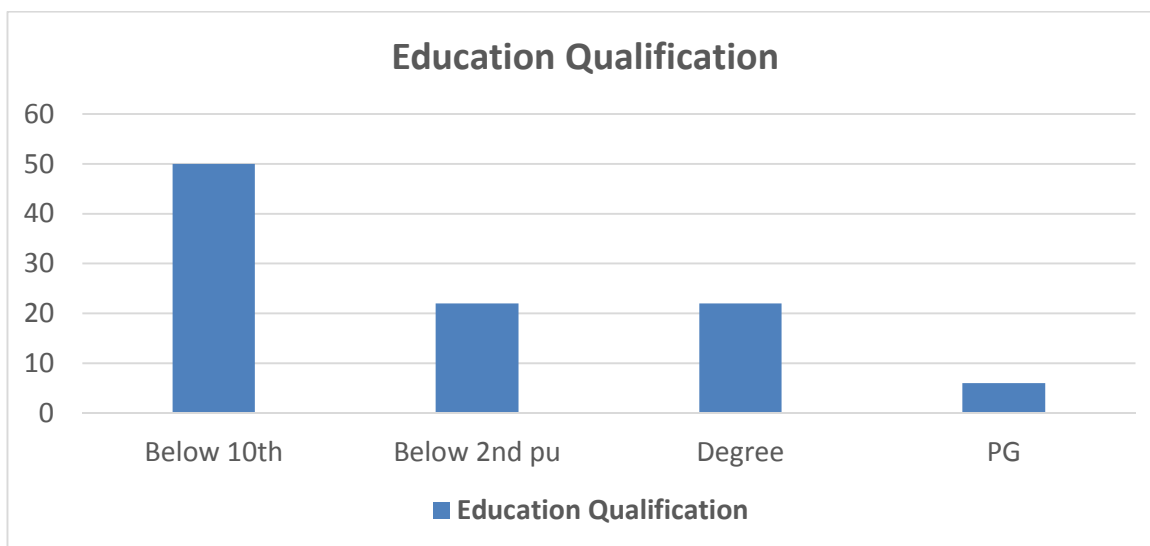


### Interpretation

From the above table shows out of 100 respondents are belongs to Female group only because the objective of the research study is related to women employees' job satisfaction.

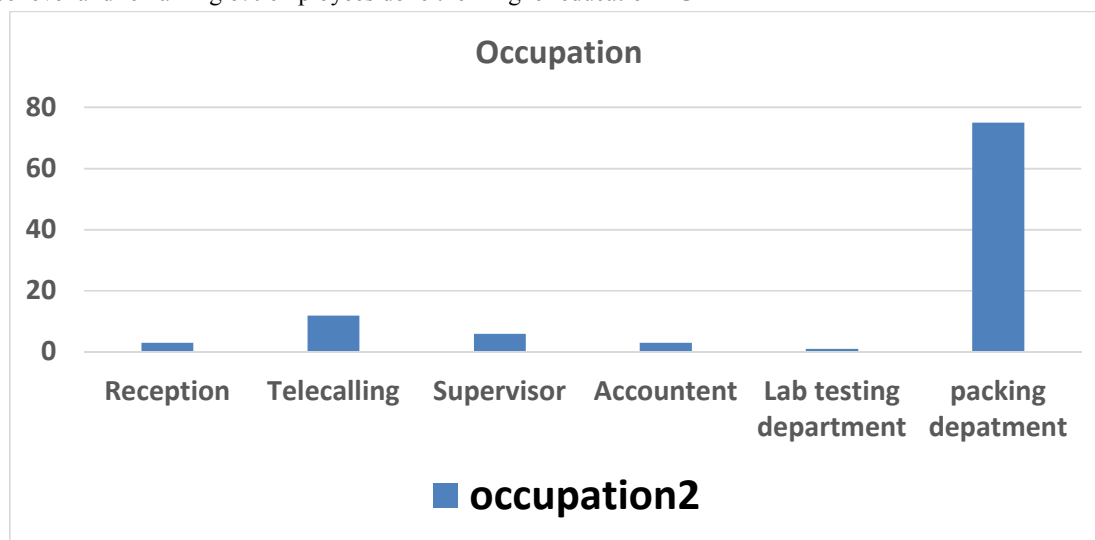
### C. Education Qualification

Options	No of respondents
Below 10 <sup>th</sup>	50
Below 2 <sup>nd</sup> pu	22
Degree	22
PG	6



### Interpretation

From the above table shows that education qualification of women employees is around 50% employees qualification is below 10<sup>th</sup> standard, and 22% of employee's qualification is upto 2<sup>nd</sup> puc, and 22% of employee's qualification is done upto Degree level and remaining 6% employees done their higher education PG



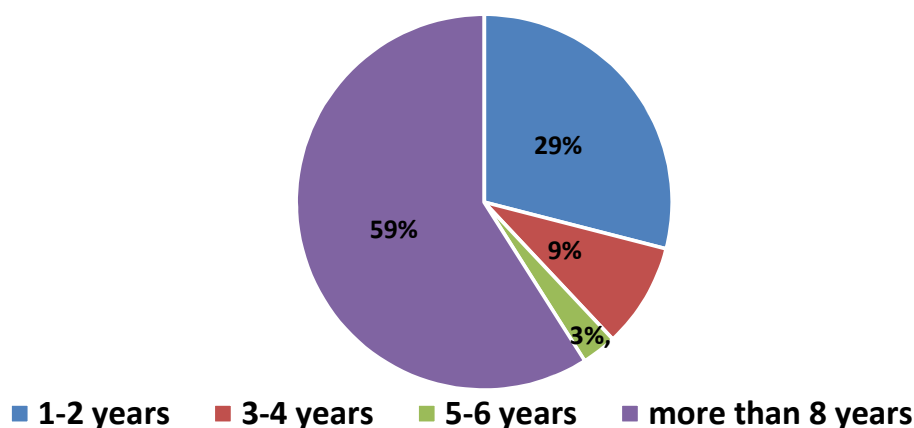
### Interpretation

From the above table shows occupation (Designation) of women employees working in organisation is, as a Receptionist 3% of employees are working, in the Telecalling department 12% of employees are working, and as a supervisor 6% of employees are working, and in the Accounts department 3% of employees are working, in the Lab testing Department only 1% of women employee is working and in the final department of packing it comes under warehouse, soaps, and powder packing department here 75% of employees are working in packing department at MSIPL.

**Table 1: How long you're working in these industries**

Options	No of respondents
1-2 years	29
3-4 years	9
5-6 years	3
More than 8 years	59

### 1. Statement regarding from how long employees working in private industries



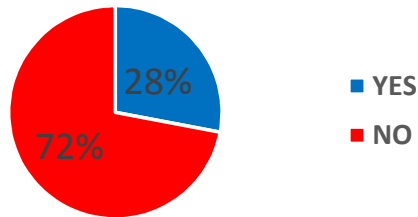
### Interpretation

From the above table shows that women employees who are working in the private Industries around 29% employees are working from 1-2 years, and 9% employees are working from 3-4 years, and 3% of employees working from 5-6 years in these almost employees are working mainly in different departments of Receptionist, supervisor, Telecalling, Accountant, lab testing department apart from packing department because in packing department 59% of employees are working more than 8 years according to research study in packing department employees are working from 15 to 18 years continuously in private Industry.

**Table 2: Do you have a shift duty system in your unit**

Options	No of respondents
Yes	28
No	72

## 2. Statement regarding Shift Duty system in Private Industries



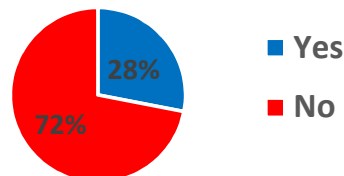
### Interpretation

From the above table shows that 28% of women employees says there is a shift duty system in packing department, remaining 72% of employees says there is no shift duty for women employees in private Industry.

**Table 3:** Do women employees work in shift duties?

Options	No of respondents
Yes	28
No	72

## 3. statement regarding Women employees working in Shift Duties



### Interpretation

From the above table shows that 28% of women employees are working in shift duty system in packing department at warehouse, remaining 72% of employees says there is no shift duty for women employees in other department apart from warehouse packing department in Private Industry

**Table 4:** Do men and women employees help each other in time of difficulties?

Options	No of respondents
Yes	92
No	8

#### 4. Statement regarding do Men and Women employees help each other in time of difficulties



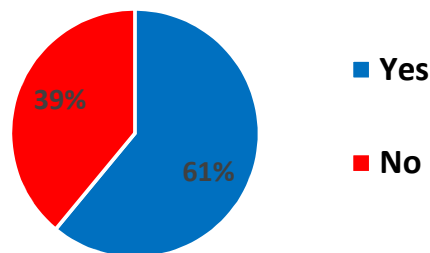
##### Interpretation

From the above table shows that 92% employees of both Men and Women will help each other at the difficulties in the organisation but remaining 8% of employees says that both Men and Women will not help each other at the time of difficulties.

**Table 5:** Do you have a grievance Redressal system in your unit?

Options	No of respondents
Yes	61
No	39

#### 5. Statement regarding does employees have greivance redressal system in your unit



##### Interpretation

From the above table shows that around 61% of women employees says there is grievance redressal system for employees and remaining 39% of women employees says that there is no any grievance redressal system to share their problems in the organisation.

**Table 6:** Do you have a sexual harassment committee in your unit?

Options	No of respondents
Yes	0
No	100



## 6. Statemet regarding sexual harassment committee in your unit



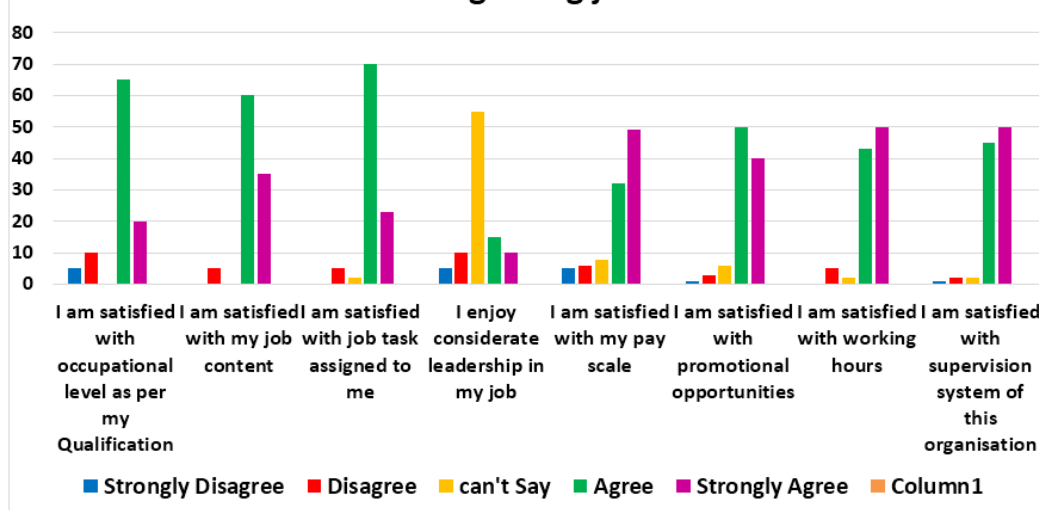
### Interpretation

From the above table shows that by the opinion of women employees who are working in Private Industry they are not facing any problems like sexual harassment and there will be a 100% security they are getting from the organisation.

**Table 7:** Statement regarding job satisfaction?

Options	Disagree strongly	Disagree	Can't say	Agree	Strongly Agree
I am satisfied with occupational level as per my qualification	5	10	0	65	20
I am satisfied with my job content	0	5	0	60	35
I am satisfied with job tasks assigned to me	0	5	2	70	23
I enjoy considerate leadership in my job	5	10	55	15	10
I am satisfied with my pay scale	5	6	8	32	49
I am satisfied with promotional opportunities	1	3	6	50	40
I am satisfied with working hours	0	5	2	43	50
I am satisfied with supervision system of this organization	1	2	2	45	50

## 7. Statement regarding job satisfaction



### Interpretation

From the above table shows that Women employees statements regarding their Job satisfaction in Private Industries. As per the research study the women employees satisfactoral level as per their qualification is 65% employees agree that they are satisfied according to their qualification and 20% of employees are also says they are strongly agreed as per their qualification but remaining 15% of employees are not satisfied.

1. As per the research study Women employees satisfaction with their job content is 60% of employees are agreed and 35% of employees are strongly agreed but remaining 5% of employees are not satisfied.
2. As per research study Women employees satisfaction with the job task assigned to them is 70% of employees are agreed and 23% of employees are strongly agreed with their satisfactoral level but remaining 7% of employees are not satisfied.
3. As per the research study women employees enjoyment in their Leadership job is 55% of employees can't say their opinion about leadership contents in their job and 15% employees are agree and remaining 10% of employees strongly agreed about their leadership in job, but remaining 20% of employees are not satisfied.
4. As per research study Women employees satisfaction with their pay scale is 32% of employees are agreed with their pay scale and 49% of employees are strongly agreed, but remaining 19% of employees are not satisfied.
5. As per research study women employees satisfaction with promotional opportunities is 50% of employees says agreed and 40% of employees are strongly agreed, but remaining 10% of employees are not satisfied.
6. As per the research study Women employees' satisfaction about their working hours in organisation is 43% of employees agreed and 50% of employees are strongly agreed about their satisfaction working hours in organisation, but remaining 7% of employees are not satisfied.
7. As per research study Women employees' satisfaction with the supervision system of the organisation is 45% of employees are agreed, and 50% of employees are strongly agreed about the organisational supervision system, but remaining 5% of employees are not satisfied.

**Table 8:** Statement regarding relationship between factors and job satisfaction of working women

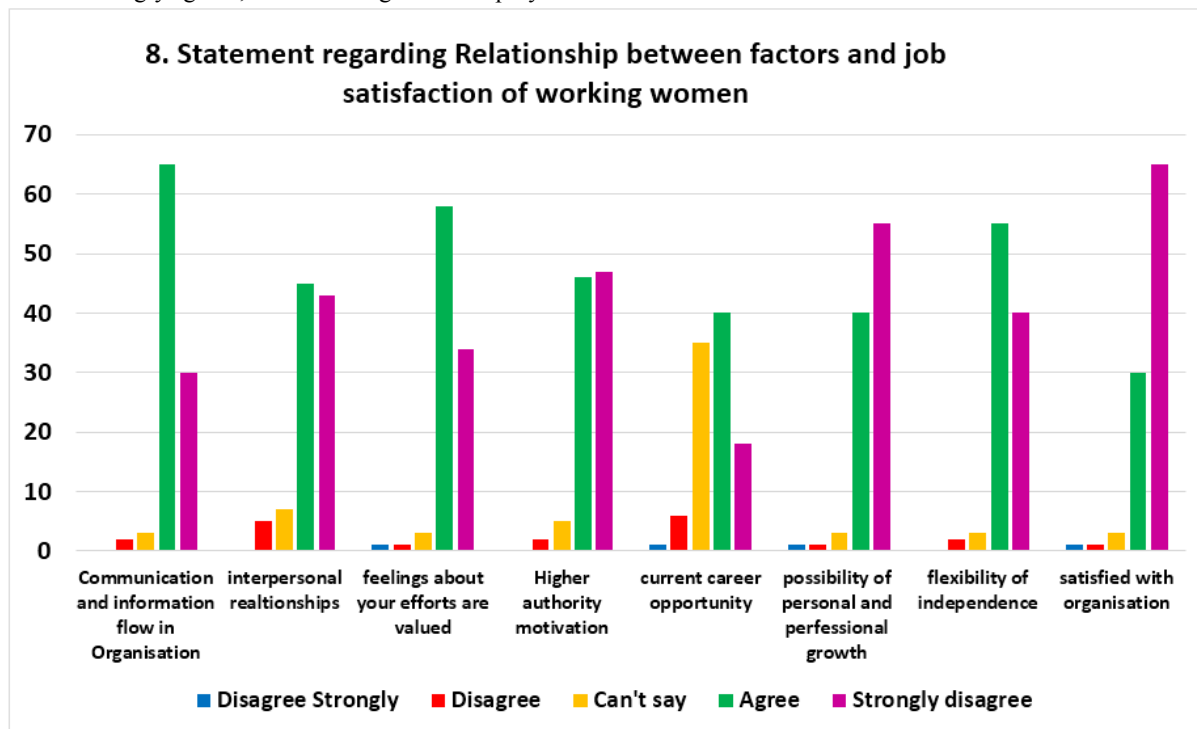
Options	Disagree strongly	Disagree	Can't say	Agree	Strongly Agree
Communication and information flow in organization	0	2	3	65	30
Interpersonal relationships	0	5	7	45	43
Feelings about your efforts are valued	1	1	3	58	34
Higher authority motivation	0	2	5	46	47
Current career opportunity	1	6	35	40	18
Possibility of personal and professional growth	1	1	3	40	55
Flexibility and independence	0	2	3	55	40
Satisfied with organization	1	1	3	30	65

### Interpretation

From the above table shows that Relationship between factors and Job satisfaction of Working women.

1. As per the research study the communication and information flow in the organisation the employees satisfactoral level is 65% of employees are agreed and 30% of employees are strongly agreed, but remaining 5% of employees are not satisfied.
2. As per the research study interpersonal relationships satisfaction by women employees is 58% of employees are agreed and 34% of employees are strongly agreed, but remaining 8% of employees are not satisfied.
3. As per the research study Women employees satisfaction level on the basis of their feelings about their efforts are valued in their job is 58% of employees are agreed and 34% of employees are strongly agreed about their value of effort on job, but remaining 8% of employees are not satisfied.
4. As per research study employees satisfaction on higher authority motivational level 46% of employees re agreed and remaining 47% of employees are strongly agreed, , but remaining 7% of employees are not satisfied.

5. As per the research study current carrier opportunity satisfaction level is 35% of employees can't say their satisfaction about carrier opportunity in the organisation, and 40% are agreed and remaining 18% employees are strongly agreed, but remaining 7% of employees are not satisfied.



6. As per the research study employee satisfaction about possibility of personal and professional growth is 40% of employees are agreed and remaining 55% of employees are strongly agreed, but remaining 5% of employees are not satisfied.
7. As per the research study employee satisfaction about flexibility of independence is 55% of employees are agreed and 40% employees are strongly agreed, but remaining 5% of employees are not satisfied.
8. As per the research study Women employee satisfactional level with Organisation is 30% of employees are agreed and 65% of Women employees are satisfied with the Organisation, but remaining 5% of employees are not satisfied.

## V. FINDINGS

- It has been found that 54% of the respondents are in the age group of 45-54
- It has been found that majority of (60%) women employees' qualification is below 10th and 2ndPU, these employees are working in different packing department on the basis of daily wages
- It has been found that 60% of employees who are working in Private industry are from urban areas, this may shows that organisation has created huge employment opportunity illiterate and urban area people to lead their life.
- It has been found that majority of employees are working from more than 6years (employees from urban areas are working from 13-18 years continuously)
- It has been found that there will be a shift duty system in the unit but only 28% of women employees working in warehouse department and 22% of women employees work in shift duty.
- It has been found that there will be an 92% of good co-ordination between both the men and women employees this shows how employees are working by co-ordinating each other in organisation
- It has been found that 61% of employees says grievance Redressal system unit in the organisation help to solve the employees problems.

- It has been found that all of the 100% respondents give good opinion about the organisation that, they have high security for women employees in the organisation. There will be No any kind of sexual harassment unit in organisation.
- It has been found that 95% of employees satisfied with the job as per there qualification, and the respondents who have obtained degree and Post-graduation are experiencing a lower job satisfaction as per their qualification.
- It has been found that 93% of employees satisfied with the job task assigned to them.
- It has been found that 95% of women employees satisfied with their Job content, working hours and task assigned to them in the organisation and the pay scale given by the organisation.
- It has been found that 70% of employees are not satisfied in the enjoyment of leadership.
- It has been found that 95% of respondents says they are satisfied with supervision system of organisation.
- It has been found that 95% of the women employees who are working in Private industry are satisfied in the communication and information flow in the organisation, interpersonal relationship and their feelings about efforts that are valued, higher authority motivation in the organisation.
- It has been found that 90% of women employees according to research study uneducated and illiterate women they personal grownup with help of organisation support.
- It has been found that 95% women's who are working in the organisation are completely satisfied with organisation culture.

## **VI. CONCLUSION AND RECOMMENDATION**

### **5.1 Suggestions**

- Promotion should be given according to their experience and besides designation.
- Try to satisfy educated employees by giving them more training, high salary with welfare measure.
- Give opportunity to employees to enjoy the leadership role in their job.

## **VII. CONCLUSION**

On the basis of whole Research study on Private Industries, it is conclude that women employees Job Satisfaction, it is found that employees who are working in the organisation are experiencing higher job satisfaction. Most of the women who are working in organisation are from urban areas, the Private Industries has created a huge employment opportunity to poor peoples in urban areas. So employees are working continuously from 18 years in manufacturing department, and also organisation is giving more importance to the employee's problems, it has been provided good working atmosphere with high security to women employees. Job satisfaction can be influenced by a different factors eg; working hours, higher authority motivation, and supervision system, working atmosphere and welfare measure given by the organisation. The Private Industries is doing their best to increase job satisfaction level of their employees. Employees working in this organisation were mostly satisfied with working hours, security, welfare measures, nature of work, working condition and other facilities provided by the organisation

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