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Comparative Study of Job Satisfaction of Working Women in Government Jobs and Rivate Jobs Mlkapur

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ABSTRACT: The aim of the present study is to compare job satisfaction of private and government sector managers. For fulfillment of this study we comprised total 120 managers and divide them into two groups of private (60) and public sector managers (60). For assessing job satisfaction of managers job satisfaction scale constructed and standardized by S.K Srivasava (1996) administered on them. The scale measure nine dimension of job satisfaction namely; salary pay, nature of work, job security, advancement, working conditions, communication, union, senior/junior relationship, prestige of the organization. Data of private managers were selected from Hero Honda, Rockman, Akums of Sidcul Haridwar and public sector managers from PNB, SBI, LIC, and BHEL of Haridwar District. For this study data analyzed by using parametric statistical technique (M, SD, 't' test). Results revealed significant difference of private and public sector managers. Public sector managers were more satisfied on the dimension of; salary/pay, nature of work and senior/junior relationship in compare to private sector managers. On the other hand, Public sector managers on the dimension of unions were more satisfied than private sector managers.

KEYWORDS: Job Satisfaction, Private and Public Sector,

Introduction

Job satisfaction is a set of favourable or unfavourable feelings with which employees view their work. It is a worker's sense of achievement and success and is generally perceived to be directly linked to productivity as well as to personal wellbeing. The happier people are within their job, the more satisfied they are said to be. Job satisfaction implies doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts. 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. Job satisfaction further implies enthusiasm and happiness with one's work Job satisfaction; describes how satisfied an individual is with his or her job. Job satisfaction is not the same as motivation, although it is closely linked, but satisfaction includes the management style and culture, employee involvement, empowerment and autonomous work groups. Job satisfaction is a very important attribute which is frequently measured by organizations.

The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions related to rate of pay, work responsibilities, variety of tasks, promotional opportunities the work itself and coworkers. For the organization, job satisfaction of its workers means a work force that is motivated and committed to high quality performance. Increased productivity the quantity and quality of output per hour worked seems to be a by product of job satisfaction. Employee satisfaction surveys provide the information needed to improve levels of productivity, job satisfaction, and loyalty. Organizations can identify the root causes of job issues and create solutions for improvements with an accurate perspective of employee views discover what motivates people, what drives loyalty, and what genuinely makes and keeps your employees happy. Satisfaction levels increase when an employee knows that their issues are being addressed.

There is a direct link between employee, job satisfaction and financial results. The more satisfied your employees are the more motivated and committed will be towards the organization's success. In this Research paper we have tried to make a comparison of Job satisfaction between Private and Govt. sector and tried to find out the basic reasons of dissatisfaction in job.



II. LITERATURE OF REVIEW

Working women in the contemporary society are increasing day by day particularly in the urban setting due to the impact of education, employment opportunities, women reservation policies so forth to mention a few.

Asha and Somashekher (2014) is devoted mainly to the analysis of job satisfaction among women working in organized sectors 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 expresses the amount of 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.

According To

Hoppock defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job (Hoppock, 1935). According to this approach although job satisfaction is under the influence of many external factors, it remains something internal that has to do with the way how the employee feels. That is job satisfaction presents a set of factors that cause a feeling of satisfaction.

Vroom 1964 in his definition on job satisfaction focuses on the role of the employee in the workplace. Thus he defines job satisfaction as affective orientations on the part of individuals toward work roles which they are presently occupying.

One of the most often cited definitions on job satisfaction is the one given by Star according to whole job satisfaction has to do with the way how people feel about their job on its various aspects. It has to do with the extent to which people like or dislike their job. That’s why job satisfaction and job dissatisfaction can appear in any given work situation

Davis et al. 1945 Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Meanwhile, when a worker employed in a business organization, brings with it the needs, desires and experiences which determine expectations that he has dismissed. Job satisfaction represents the extent to which expectations are and match the real awards. Job satisfaction is closely linked to that individual’s behaviour in the work place

Statt, 2004 Job satisfaction can be defined also as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation.

George et al. 2008 Job satisfaction is the collection of feeling and beliefs that people have about their current job. People’s levels of degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. People also can have attitudes about various aspects of their jobs such as the kind of work they do, their co-workers, supervisors or subordinates and their pay

Mullins, 2005 Job satisfaction is a complex and multifaceted concept which can mean different things to different people. Job satisfaction is usually linked with motivation, but the nature of this relationship is not clear. Satisfaction is not the same as motivation, Job satisfaction is more of an attitude, an internal state. It could, for example, be associated with a personal feeling of achievement, either quantitative or qualitative

Aziri, 2008 We consider that job satisfaction represents a feeling that as a result of the perception that the job enables the material and psychological needs

III. RESEARCH METHODOLOGY

Research is systematic investigation to solve new or existing problems. It is a process of collecting information, analyzing and interpreting information to answer questions. But to succeed as research, the process must have certain characteristics it must, as far as possible, be controlled, rigorous, systematic, valid and verifiable, empirical and critical. Research uses procedures, methods and techniques that have been tested for their validity and reliability. It is designed to be unbiased and objective. Research process must meet certain requirements of the organization

Research is a structured enquiry that utilizes acceptable scientific methodology to solve problems and create new knowledge that is generally applicable. Scientific methods consist of systematic observation, classification and interpretation of data. There are three types of research



- Scientific research
This research provides scientific information and theories
- Exploratory Research:
Generate basic knowledge, clarify relevant issues
- Descriptive Research
Provide further insight into the research problem

Research Process

Following are the steps in research process

1. Formulating the Research Problem
2. Extensive Literature Review,
3. Developing the objectives
4. Preparing the Research Design including Sample Design
5. Collecting the Data
6. Analysis of Data
7. Generalization and Interpretation
8. Preparation of the Report or Presentation of Results-Formal wastes up of Conclusions reached

Statement of The Problem

This study principally aimed at examining the factors that are associated with working women job satisfaction. The working women face a lot of problem in government as well as private schools, health care centre and banking sector in Malkapur region. Some important problems influencing job satisfaction may be classified in two categories

- A) Environmental factors: Job content, Occupational level, Pay and Promotion, Work group and Supervision
- B) Personal factors: Age, Sex, Educational level, Marital status and Experience

Objectives of Study

Primary Objective:

- The main objective of the study is to compare the satisfaction level of working women in government and private sector

Secondary Objectives:

1. To identify the major factors that influence job satisfaction among government and private sector
2. To identify the major problem faced by the working women in government and private sector
3. To suggest some policy measure for improving working women job satisfaction
4. To identify the prominent area of dissatisfaction among the working women in government and private sector
5. To study the different conceptual aspects of job satisfaction in government and private sector

Data Collection Method

In this study the researcher used both primary and secondary data collection methods.

1. Primary data collection methods: Questionnaire

Primary data is the data collected by the researcher himself or by researcher himself or by research assistants from the field for the purpose of answering a research question. Methods which were used to collect primary data included questionnaire and observation.

Questionnaire method:

The researcher used closed and open ended questions to respondents who were selected. The researcher used open-ended questionnaires because they allowed respondents to give answers in their own way and it is useful where there are too many potential answers. Also the researcher used closed-ended questionnaires because they provided direct answers to the respondents easier to code and they consumed less time in responding.

1. Secondary Data Collection Method:

Secondary data sources were studied from literature sources like books, journals, reports, internet and other sources which enabled the researcher to conduct this study at the different organization

Limitation of Research

- The conclusions made in this research are applicable to Malkapur region only
- Women employees may not want to co-operate
- Satisfaction level to various factors may differ from person to person



IV. CONCLUSION

- It is concluded that Government sector job provide good job security to their empliryees plus many other benefits medical, pension, gratuity, etc on the other hand, private sector job are providing good working condition atmosphere and attractive salary package to retam us efficient employees
- Both the sectors are domg their best to increase the job satisfaction level of their women employees
- Women Employees working in private as well as government sector were mostly satisfied with the salaries, amenities, nature of the work and other allowances
- There is no significant difference in job satisfaction in women employees of government and private sectors
- No significant difference found in job satisfaction in women employees along age, and gender in government and private sectors
- The study also revealed that government sector job is more satisfied than the private sector job
- Government Sector versus Private Sector, it can be said that both are equally important for any women employee
- It is conclude that near about all women employee are satisfied with implementation of rules and responsibilities and only some of them are not seems to be satisfied with the implementation of rules and responsibilities

SUGGESTION

1. To improve the monetary and non-monitory benefits to the women employees Promotion should be given according to their experience besides designation
2. The working hours should be reduced by providing extra privileges and voluntary retirement schemes should be implemented like private sector job
3. In government sector the job satisfaction level can be increased by providing better infrastructure, latest equipments, giving performance based promotions, giving rewards in recognitions for good work, giving priorities to quality of work, provides adequate trainings to upgrade knowledge and skill of employees, refreshment and canteen facilities and should also try to avoid political interference
4. Private sector should give fair salaries to employees, provide job securities, give retire benefits like pension, reduce workload, ensure good shift, and liberalize management policies
5. Open house meeting should be conducted on regular basis in the presence of women
6. employees to address major issues faced by the women employees and invite
7. from employees The women employee should be continuously evaluated in order to motivate them and to
8. maintain a high level of job satisfaction among them.
9. Even personal meeting and interviews need to be scheduled with the women employees in rotational basis to understand their expectations and requirement
10. Performance appraisal and star of the month award can be declared which help in employee motivation to a great will extend
11. Treat the all employee equally men as well as women employee

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