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A study on the demographic variable of women talents and their level of job satisfaction

1. INTRODUCTION

Hoppock (1935) first gave the description of Job satisfaction. He observed that it is a combination of psychological, physiological and environmental circumstances that cause a person to say "I am satisfied with my job". The concept is very relative in nature. One may be satisfied in one job but another may not because of the psychological, physiological and environmental circumstances. It is related to one's expectation, want, and wish, longing, belief. If all these are met in the professional front then the employee is satisfied. Hoppock (1935) reported that more than 90 per cent of a group of 500 teachers liked their work, whereas Bell (1937) found that 98 per cent of young people hated their jobs.

2. LITERATURE REVIEW

M. M. Petty, Gail W. McGee and Jerry W. Cavender (1984) in their study focussed that individual job satisfaction and job performance are positively correlated. They also focussed that public policy discussions have emphasized macro-economic strategies for improving labour productivity in the United States. Incentives for capital investment and research and development are important, but the results of the present study support the development of more effective human resource management policies. The recent popularity of books such as Theory Z (Ouchi, 1981), In Search of Excellence (Peters & Waterman, 1982), and The One Minute Manager (Blanchard & Johnson, 1982) indicates that the general public may believe that there is a relationship between job satisfaction and performance. Perhaps it is time for academic researchers to reach the same conclusion.

Md. Mosharraf Hossain and Md. Tariqul Islam (1999) in their study focused that there is a significant positive correlation between QWL and performance, and job satisfaction and performance. QWL had the highest contribution to performance. Perceptions of QWL and job satisfaction were significantly higher among the respondents in small organization than in the large organization. Morning shift nurses perceived higher QWL and job satisfaction than the night shift nurses. Night shift nurses were suffering from more problems than the nurses of other shifts.

3. OBJECTIVES

- To understand the importance of job satisfaction in educational institutions.
- To understand various ways to cope up with stress.
- To suggest some measures to be satisfied and financially strong in jobs.

4. RESEARCH METHODOLOGY

The overall design of the research was a rigid one. Only women faculties were targeted for this survey. Faculties were briefed about the purpose of the study. Questionnaire was prepared and was distributed to them. A total of 167 sample sizes were taken from 10 different colleges. Different colleges were surveyed according to the prescribed time given by them. Hence a field research was done through personal and group interview. As the study was a prescriptive survey so fact findings enquiries were executed through correlational and cross tabulation methods. Some significant facts have been observed from this study. This research paper is also based on secondary data for finalization of views and opinions which has been sourced from published literature.

5. DISCUSSION

5.1 DEMOGRAPHY STUDY

Demography generally means study of population. The study comprises of women faculties in engineering colleges in Mangalore. A total of 167 samples were collected from different engineering colleges. Women in engineering colleges in Mangalore are from different age group. Their age range varies from 24-60 years. According to the age group the degree also varies from faculty to faculty. Both spinsters and married women faculties are present. Most of the spinsters and married women faculties are M. Tech degree holders. Both nuclear family as well as joint family concept persists in Mangalore.

5.2 STRESS FACTS

Some of the major classes of psychosocial stress facing workers have been summarized recently by James S. J. Manuso, PhD, director, Emotional Health Program, Equitable Life Assurance Society:

- Work overload, or work stagnation
- Extreme ambiguity or rigidity in relation to one's tasks
- Extreme role conflict or little conflict
- Extreme amounts of responsibility (especially for other people), or little responsibility
- Cut-throat and negative competition (or one-upmanship), or no competition
- Constant change and daily variability, or a deadening routinized stability
- Ongoing contact with "stress carriers" (e.g. demanding workaholics, highly anxious people, indecisive individuals), or social isolation
- That the corporation, for its own survival, encourages its employees to define their egos in terms of the organization, to contain emotional reactions, and to depend upon it, and
- The interaction of one's stage of career development, career opportunity, and management style.

On the other hand,

Benson's technique draws on a combination of processes to promote the relaxation response. It includes

- (a) Relaxation of all skeletal muscles,
- (b) Attention to breathing in a relaxed fashion,
- (c) Saying a simple word ("one") after each breath (to help remove distracting thoughts), and
- (d) Adopting a passive attitude (thereby further removing the requirement to respond to one's own images).

5.3 JOB SATISFACTION LEADS TO:

- High performance level,
- Urge to learn,

- Urge to help
- Involvement and dedication
- Development of cognitive or rational skills
- High productivity
- Career planning and development
- Understands situations
- Grasping power
- Voluntary participation
- JIT
- Find out alternatives for specific task
- Give more importance to current job
- Learning through doing
- Taking up more assignments
- Maintaining dead lines
- Dedication towards work
- Proactive approach
- Highly efficient
- Relationship building

A recent study focuses that faculties in the institution can be influenced by job satisfaction through number of ways which are discussed one by one as follows.

- 1) Faculty empowerment or authorization.
- 2) Tell people what their responsibilities are
- 3) Give them authority equal to their responsibilities
- 4) Set standard of excellence
- 5) Provide them with training that will enable them to maintain standards
- 6) Give them knowledge and information
- 7) Provide them feedback on their performance
- 8) Trust them and create trustworthiness in the organization
- 9) Allow them to fail but guide and counsel them when needed

- 10) Treat them with dignity and respect
- 11) Initialization of faculty welfare programs
- 12) Faculty socialization
- 13) Financial benefits and non-financial benefits
- 14) Human resource mobility
- 15) Job condition
- 16) Nature of job
- 17) Proper channel of communication
- 18) Training and development
- 19) No home-works

5.4 TREND OF SAVING AMONG WORKING WOMEN FACULTIES

There is a significant amount of evidence suggesting income as a significant correlate of subjective well-being (e.g., Fengler and Jensen, 1981; George, 1992; George et al., 1985; La Barbera and Garhan, 1997), and numerous subjective well-being studies have included income (e.g., Beck, 1982; Doyle and Forehand, 1984; Headey et al., 1991). Financial satisfaction plays a very important role in each one's professional life. The main driving force behind going out and working stands in two distinct facts. First one involvement and second is financial benefits. Women today are dynamic in nature. They know how to manage and handle things and situations effectively.

Trends of saving should persist among women because financial planners pointed out that increasing number of women are becoming single mother because of many reasons. Some reasons may be as follows-

- Early divorce
- Separation

To avoid any kind hardship women should start learning about finance, investment and financial planning early in life

6. DATA ANALYSIS AND INTERPRETATIONS

6.1 Case Processing Summary

		Count	Per cent
Marital status	1	85	50.9%
	2	82	49.1%
Overall		167	100.0%

Interpretation: - The outcome of the survey is that 50.9% were married, 49.1% were single and no one was divorced.

6.2 Marital status *

I got paid for 6 months for maternity leave

Cross-tabulation

Count							Total
		I got paid for 6 months for maternity leave					
		1	2	3	4	5	
Marital status	1	1	3	13	16	52	85
	2	0	0	8	10	64	82
	Total	1	3	21	26	116	167

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.765 ^a	4	.101
Likelihood Ratio	9.334	4	.053
Linear-by-Linear Association	6.634	1	.010
N of Valid Cases	167		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .49.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval Pearson's R	.200	.069	2.621	.010 ^c
Ordinal by Ordinal Spearman Correlation	.191	.074	2.503	.013 ^c
N of Valid Cases	167			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Interpretation: - Out of the total respondent (167), 50.9% are married. Out of the married respondent 4.70% agree that they got 6 months maternity leave 15.29% neither agree nor disagree and 80% of the respondent disagree the fact that they did not get any maternity leave. The various reasons can be as follows.

- Institutes does not give such leave
- Women faculties at those time did not require such leave

6.3 Marital status *

Day care facility is available in my institution

Cross-tabulation

Count	Day care facility is available in my institution			Total
	3	4	5	
Marital status 1	5	17	63	85
2	4	10	68	82
Total	9	27	131	167

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.064 ^a	2	.356
Likelihood Ratio	2.084	2	.353
Linear-by-Linear Association	1.312	1	.252
N of Valid Cases	167		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 4.42.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval Pearson's R	.089	.077	1.146	.253 ^c
Ordinal by Ordinal Spearman Correlation	.103	.076	1.335	.184 ^c
N of Valid Cases	167			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Interpretation: - 5.88% of the married women neither agree nor disagree and 94.11% disagree about the fact that day care facility is available in their institution for their kids.

6.4 Religion of the respondent

	Frequency	Per cent	Cumulative Per cent
Valid 1	142	85.0	85.0
2	10	6.0	91.0
3	13	7.8	98.8
4	2	1.2	100.0
Total	167	100.0	

Interpretation: - 85% of the women professors were Hindu, 6% were Christians and 7.8% were Muslims by religion.

6.5 Religion of the respondent *
Teaching encourages me to be creative
Cross-tabulation

Count							
		Teaching encourages me to be creative					Total
		1	2	3	4	5	
Religion of the respondent	Hindu	38	87	10	6	1	142
	Christian	1	5	4	0	0	10
	Muslim	2	8	2	1	0	13
	Others	0	1	0	1	0	2
Total		41	101	16	8	1	167

Interpretation: - 88.02% of Hindu, 60% of Christian, 76.92% of Muslims and 50% of others agree that teaching encourages them to be creative. This suggests that most of the faculties are dedicated to their work and have a passion for teaching.

6.6 Designation of the professors *
I am interested in freelancing
Cross-tabulation

Count							
		I am interested in freelancing					Total
		1	2	3	4	5	
Designation of the professors	Assistant Professor	11	43	82	22	3	161
	Associate Professor	0	1	3	0	0	4
	Professor	0	0	2	0	0	2

6.6 Designation of the professors *

I am interested in freelancing

Cross-tabulation

Count							
		I am interested in freelancing					Total
		1	2	3	4	5	Total
Designation of the professors	Assistant Professor	11	43	82	22	3	161
	Associate Professor	0	1	3	0	0	4
	Professor	0	0	2	0	0	2
Total		11	44	87	22	3	167

Interpretation: - As in this survey most of the faculties are Assistant professors, followed by Associate professor and Professors. 33.54% of the Assistant professor agreed that they are interested in freelancing, 50.93% neither agree nor disagree and 15.52% disagree to the fact.

6.7 I support my family solely with my income

	Frequency	Per cent	Cumulative Per cent
Valid 1	10	6.0	6.0
2	38	22.8	28.7
3	33	19.8	48.5
4	67	40.1	88.6
5	19	11.4	100.0
Total	167	100.0	

Interpretation: - 28.8% agree that family expenditure is solely supported by them, 19.8% neither agree nor disagree but 51.5% strongly disagree the fact that they solely support their family with their income. This signify that their families have other sources of income.

6.8 Cross tabulation:

Religion of the respondent and

I support my family solely with my income

Count		I support my family solely with my income					Total
		1	2	3	4	5	
Religion of the respondent	1	10	32	26	57	17	142
	2	0	1	4	5	0	10
	3	0	5	3	4	1	13
	4	0	0	0	1	1	2
Total		10	38	33	67	19	167

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.569 ^a	12	.481
Likelihood Ratio	13.325	12	.346
Linear-by-Linear Association	.116	1	.733
N of Valid Cases	167		

Interpretation:- Out of the total Hindus 52.11% disagree the fact that they support their families with their income. Out of the total Christian 50% respondents did not agree the fact. Out of the total Muslims 38.46% disagree and in others 100% disagree.

6.9 Religion of the respondent * Unable to save more money for future

Cross tabulation

Count		Unable to save more money for future					Total
		1	2	3	4	5	
Religion of the respondent	1	25	68	23	21	5	142
	2	5	0	2	2	1	10
	3	3	7	3	0	0	13
	4	0	1	0	1	0	2
Total		33	76	28	24	6	167

Interpretation: - Total number of respondents 167. Out of which 142 were Hindu, 10 were Christian, 13 were Muslims and others were 2. Out of the Hindu respondents 65.49% agree

that they are unable to save more money for future. 50% of the Christian agree that they are unable to save money for future. 77% of the Muslims and 50% of others believe that they are unable to save for future.

CONCLUSION

Job satisfaction of an individual depends on many criteria. The result of the study indicate that basically the respondent were women both married and unmarried. All the variables were associated with both the category but two extra variables were only meant for the married women. They are about maternity leave and crèche. Most of the married women were dissatisfied about these two variables. As the saying goes personal satisfaction is the most important ingredient of success. When an individual has a personal satisfaction then success follows automatically in the individual level as well as in the organisational level.

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