

## A study of job satisfaction of women in Kashmir valley

Dr. Gulnaz

Lecturer School Education, Kashmir, Jammu and Kashmir, India

### Abstract

The present study was to find out the job satisfaction among women's. A sample of 245 women was drawn randomly from various professions from Kashmir Valley to assess their Job Satisfaction. Job Satisfaction Scale developed by Amar Singh and T.R Sharma. (JSS) (2006) consisting of 30 items measuring job satisfaction through five dimensions viz, Job-Concrete, Job-Abstract, Psycho-Social, Economic and Community/National Growth was administered to assess the Job Satisfaction. The study found that female lawyers followed by technical Academic University Lecturers and doctors possess higher degree of job concreteness such as excursions, place of posting and working conditions. Female technical Academic University Lecturers followed by Academic University Lecturers and college lecturers enjoy higher degree of job abstractness such as co-operation and democratic functioning.

**Keywords:** job satisfaction, women, professional, Kashmir

### Introduction

Women of any country have a significant contribution in the progress of the country. An educated woman makes the family and the society cultured. When we talk of women, literacy is the first step towards empowerment of women; because, illiterate women are not only doomed for life, but also remain at the lowest level of the social strata and gender inequality. It stunts the growth of their mind, with the result; they are most susceptible to exploitation, which ultimately leads to their apathy. Illiteracy deprives them from all opportunities and prospects of leading a meaningful life and enjoying a good standard of living. Literacy is also a fact that literacy is a very important factor towards the attainment of intellectual, moral and social development of women. It equips them to fight against the demands of injustice, exploitation, inequality, corruption and so on.

Large and populous nations such as India, Pakistan, Turkey and Egypt hold some of the lowest positions in their gender utilities. Their rankings reflect large disparities between men and women. Political empowerment of women in India is a key to the development of their lot, which is being augured well for the future. India is ranked 24th in terms of women's empowerment in politics, both at the parliamentary and grass root levels. A study puts Sweden, Norway, Iceland, Denmark and Finland at the top of the list as countries with the smallest gender gap. When nations are characterized by strong liberal societies; with an impressive record of openness and transparency in government; and provide comprehensive safety nets for the security to vulnerable groups in the population. women in such of those countries would have access to a wider spectrum of educational, political and work opportunities and enjoy a higher standard of living than women in other parts of the world, according that study. "While no country has yet managed to eliminate the gender gap, the Nordic countries have succeeded best in narrowing it

and, in a very clear sense, provide a workable model for the rest of the world," the report adds.

earson, Quinn M. (2008) [15] role overload, job satisfaction, leisure satisfaction, and psychological health were measured for 155 women who were employed full time. Role overload was negatively correlated with psychological health, job satisfaction, and leisure satisfaction. Job satisfaction and leisure satisfaction were positively correlated with psychological health. The role overload was the strongest predictor of psychological health and that job satisfaction and leisure satisfaction, respectively, added significantly to the prediction equation.

Rani Sandhya G. (2010) studied Women's Education in India-An Analysis. Women in India constitute 50 percent of the country's human resource and their contributions are vital for the nation's progress. But the magnitude of illiteracy among the women is very high. Only 54.16% of women are literate as per 2001 census. Even though the education system expanded rapidly, the gender gap in literacy remains conspicuous by its presence.

Nandita Singh (2008) Analyzed gender disparity in education evident across the socio economic spectrum in India. Concern for girls' education in last few years has led to considerable expansion of access at the primary level. But a great number of girls especially in the rural areas drop out before they reach secondary or higher stage of education. The ones who are able to resist social and pedagogic pressures to drop out and reach the level of college or university, take studies seriously as they know this privilege will vanish after matrimony. Many are not even able to pursue their goals of further education or choice of vocation. There is need to develop gender-specific pedagogy and provide flexibility in the system of education, in which women could fulfill their aspirations, overcoming their domestic obligations. Higher education should prepare them to face the world of opportunities and challenges.

**Objectives of the study**

- To Study the Women in different professions in terms of their Job Satisfaction

**Hypothesis**

- Women working in various professions posses

satisfactorily level of job satisfaction

**Sample**

A sample of 245 women was drawn randomly from various professions from Kashmir Valley to assess their Occupational Self-Efficacy and Job Satisfaction.

**Table 1:** The distribution of the sample of working women is as under:

S.no	Profession	No. of Sample Subjects
1	Doctor	30
2	Engineers	30
3	Administrative Service	15
4	Technical university lecturers	30
5	Lawyers	30
6	Judicial Officer	20
7	+2 Lecturers	30
8	College Lecturers	30
9	Academic university lecturers	30
Total		245

**Data Gathering Devices**

**Job Satisfaction Scale**

Job Satisfaction Scale developed by Amar Singh and T.R Sharma. (JSS) (2006) was administered to measure the job

satisfaction among women working in various professions. The scale consists of 30 items and measures Job Satisfaction through five dimensions viz, Job-Concrete, Job-Abstract, Psycho-Social, Economic and Community/National Growth.

**Analysis and interpretation**

**Table 2:** Showing the degree of Job Satisfaction of women in different Professions

Degree of Satisfaction	Score	Doctors	Engineers	Administrative Officers	Lawyers	Judicial Officers	Technical Academic University Lecturers	Academic University Lecturers	College Lecturers	+2 Lecturers
Extremely Satisfied	74 and above	23 (76.6%)	8 (26.6%)	1 (6.6%)	20 (66.6%)	18 (90%)	19 (63.3%)	25 (83.3%)	28 (93.3%)	13 (43.33%)
Very Satisfied	63-73	6 (20%)	10 (33.3%)	12 (80%)	6 (20%)	2 (10%)	11 (36.6%)	5 (16.6%)	2 (6.6%)	11 (36.66%)
Moderately Satisfied	56-62	1 (3.3%)	11 (36.6%)	1 (6.6%)	3 (10%)	0 (0)	0 (0%)	0 (0%)	0 (0%)	5 (16.66%)
Not Satisfied	48-55	0 (0%)	1 (3.3%)	0 (0%)	1 (3.3%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (3.33%)
Extremely dissatisfied	47 and below	0 (0%)	0 (0%)	1 (6.6%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Total		30	30	15	30	20	30	30	30	30

The quick look of the above table shows the degree of job satisfaction of women working in different professions. The above table reveals that 93.3% college lecturers, 90% judicial officers, 83.3% Academic University Lecturers and 76.6% doctors are extremely satisfied with their job. While as, 3.33% +2 lecturers and 6.6% administrative officers are not

satisfied/extremely dissatisfied with their job. It can be concluded from the above analysis that female college lecturers, judicial officers, Academic University Lecturers and doctors are extremely satisfied with their job and very less number of female administrative officers and female +2 lecturers are dissatisfied with their jobs.

**Table 3:** Showing the degree of Job Concreteness of women working in different Professions

Degree of Satisfaction	Score	Doctors	Engineers	Administrative Officers	Lawyers	Judicial Officers	Technical Academic University Lecturers	Academic University Lecturers	College Lecturers	+2 Lecturers
Extremely Satisfied	15 and above	10 (33.33%)	6 (20.00)	2 (13.33%)	15 (50.00%)	1 (5.00%)	10 (33.33%)	3 (10.00%)	3 (10.00%)	6 (20.00%)
Moderately Satisfied	9-14	20 (66.67%)	24 (80.0%)	12 (80.0%)	14 (46.67%)	19 (95.0%)	20 (66.67%)	27 (90.0%)	27 (90.0%)	24 (80.00%)
Not Satisfied	8 and below	0 (0%)	0 (0%)	1 (6.67%)	1 (3.33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Total		30	30	15	30	20	30	30	30	30

The quick look of the above table shows the degree of Job Concreteness of women in different professions. The above table reveals that 50% lawyers, 33.33% technical Academic University Lecturers, 33.33% doctors show extremely

satisfied degree of job concreteness of job satisfaction. While as, 6.67% administrative officers followed by 3.33% lawyers are not satisfied.

**Table 4:** Showing the degree of Job abstractness of women working in different Professions

Degree of Satisfaction	Score	Doctors	Engineers	Administrative Officers	Lawyers	Judicial Officers	Technical Academic University Lecturers	Academic University Lecturers	College Lecturers	+2 Lecturers
Extremely Satisfied	15 and above	26 (86.67%)	7 (23.33%)	11 (73.33%)	28 (93.33%)	20 (100.00%)	30 (100.00%)	30 (100.00%)	30 (100.00%)	13 (43.33%)
Moderately Satisfied	9-14	4 (13.33%)	23 (76.67%)	04 (26.67%)	2 (6.67%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	17 (56.67%)
Not Satisfied	8 and below	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Total</b>		<b>30</b>	<b>30</b>	<b>15</b>	<b>30</b>	<b>20</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>

The quick look of the above table shows the degree of Job abstractness of women working in different professions. The above table reveals that 100% Judicial officers, technical

Academic University Lecturers and followed by academic university and college lecturers shows extremely satisfied degree of job abstractness of job satisfaction.

**Table 5:** Showing the degree of Psycho-social factor of women working in different Professions

Degree of Satisfaction	Score	Doctors	Engineers	Administrative Officers	Lawyers	Judicial Officers	Technical Academic University Lecturers	Academic University Lecturers	College Lecturers	+2 Lecturers
Extremely Satisfied	15 and above	28 (93.33%)	14 (46.67%)	14 (93.33%)	30 (100.00%)	20 (100.00%)	30 (100.00%)	30 (100.00%)	30 (100.00%)	21 (70.00%)
Moderately Satisfied	9-14	2 (6.67%)	16 (53.33%)	1 (6.67%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	9 (30.00%)
Not Satisfied	8 and below	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Total</b>		<b>30</b>	<b>30</b>	<b>15</b>	<b>30</b>	<b>20</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>

The quick look of the above table shows the degree of psycho-social factor of women working in different professions. The above table reveals that 100% female judicial officers,

technical Academic University Lecturers, Academic University Lecturers and college lecturers show extremely satisfied degree of psycho-social factors of job satisfaction.

**Table 6:** Showing the degree of Economic factor of women working in different Professions

Degree of Satisfaction	Score	Doctors	Engineers	Administrative Officers	Lawyers	Judicial Officers	Technical Academic University Lecturers	Academic University Lecturers	College Lecturers	+2 Lecturers
Extremely Satisfied	15 and above	0 (0.00%)	0 (0.00%)	0 (0.00%)	1 (3.33%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Moderately Satisfied	9-14	25 (83.33%)	30 (100.00%)	11 (73.33%)	19 (63.33%)	15 (75.00%)	25 (83.33%)	30 (100.00%)	30 (100.00%)	19 (63.33%)
Not Satisfied	8 and below	5 (16.67%)	0 (0.00%)	4 (26.67%)	10 (33.33%)	5 (25.00%)	5 (16.67%)	0 (0.00%)	0 (0.00%)	11 (36.67%)
<b>Total</b>		<b>30</b>	<b>30</b>	<b>15</b>	<b>30</b>	<b>20</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>

The quick look of the above table shows the degree of economic factor of women working in different professions. The above table reveals that 3.33 lawyers are extremely

satisfied with economic factor of job satisfaction. On the other hand, 36.67% +2 lecturers, 33.33% lawyers and 26.67% administrative officers are not satisfied.

**Table 7:** Showing the degree of Community/National Growth factor of women working in different Professions

Degree of Satisfaction	Score	Doctors	Engineers	Administrative Officers	Lawyers	Judicial Officers	Technical Academic University Lecturers	Academic University Lecturers	College Lecturers	+2 Lecturers
Extremely Satisfied	15 and above	7 (23.33%)	11 (36.67%)	5 (33.33%)	13 (43.33%)	3 (15.00%)	3 (10.00%)	19 (63.33%)	16 (53.33%)	11 (36.67%)
Moderately Satisfied	9-14	23 (76.67%)	9 (30.00%)	10 (66.67%)	15 (50.00%)	17 (85.00%)	26 (86.67%)	11 (36.67%)	14 (46.67%)	19 (63.33%)
Not Satisfied	8 and below	0 (0.00%)	10 (33.33%)	0 (0.00%)	2 (6.67%)	0 (0.00%)	1 (3.33%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Total		30	30	15	30	20	30	30	30	30

The quick look of the above table shows the degree of community/national growth of women working in different professions. The above table reveals that 63.33% Academic University Lecturers, 53.33% college lecturers and 43.33% lawyers show extremely satisfied degree of community/national growth factor of job satisfaction. On the other hand, 33.33% engineers, 6.67% lawyers and 3.33% technical Academic University Lecturers are not satisfied.

*On the basis of above results, the fourth objective which reads as, "To Study the Women in different professions in terms of their Job Satisfaction" has been accomplished.*

### Conclusion

It can be concluded from the above analysis that female lawyers followed by technical Academic University Lecturers and doctors possess higher degree of job concreteness such as excursions, place of posting and working conditions. Female technical Academic University Lecturers followed by Academic University Lecturers and college lecturers enjoy higher degree of job abstractness such as co-operation and democratic functioning. Female judicial officers, technical Academic University Lecturers and college lecturers have higher psycho-social factors such as intelligence, social circle etc. Female lawyers followed by +2 lecturers and administrative officers are not satisfied with economic factor of job satisfaction such as salary, allowances etc. Female academic University Lecturers, college lectures and lawyers are extremely satisfied with community/national growth factor of job satisfaction which shows that these groups contribute more towards the quality of life and national economy etc.

*On the basis of above evidences thus the hypothesis which reads as "Women working in various professions posses satisfactorily level of job satisfaction" stands partially rejected.*

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