



# REVIEW OF RESEARCH

ISSN: 2249-894X

IMPACT FACTOR : 5.7631 (UIF)

VOLUME - 10 | ISSUE - 3 | DECEMBER - 2020



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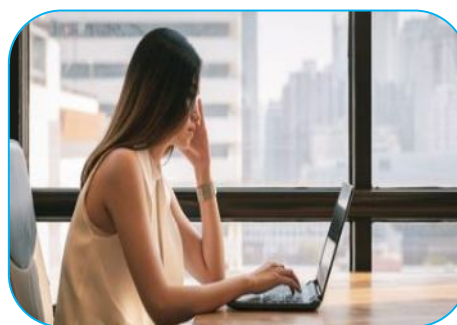
## JOB SATISFACTION OF HIGHLY EDUCATED WORKING WOMEN IN VARIOUS PROFESSIONS

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### ABSTRACT

*Job satisfaction is the feeling of contentment or a sense of accomplishment, which an employee derives from his job. It is a result of appraisal that causes one to attain their job values or meet out their basic needs. In 21st Century Educated women are going very well in all fields of progress. They are demonstrating their talents in best. The purpose of the study was to measure the job satisfaction among the educated female doctors, engineers and advocates working in vidarbha region. The sample of 435 educated working females selected randomly from Medical and Engineering colleges as well as from District Session Courts of Vidarbha Region. Data collected by descriptive survey method. Job satisfaction scale developed by Dr. Amar Singh and Dr. T.R. Sharma was used as a tool for data collection. Mean, S.D. and 't' value were used to analyse the data. The study concluded that most of the working female in various professions have excellent job satisfaction. Female doctors are more satisfied in their jobs than female engineers and female advocates of vidarbha region.*



**KEYWORDS:** *Job Satisfaction, Working Women.*

### INTRODUCTION

Job satisfaction is defined as the extent to which an employee feels motivated, content and satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work life balance. This implies that the employee is having satisfaction at job as the work meets the expectations of the individual. Job satisfaction is defined as an attitudinal variable that represent the extent to which people dislikes or likes their jobs. The level of job satisfaction is affected by intrinsic and extrinsic factors, social relations with the group, quality of supervision and individual success or failure in their work.

A satisfied employee is always important for an organization as he/she aims to deliver the best of their capability. Every employee wants a strong career growth and work life balance at workplace. If an employee feels happy with their company and work, they look to give back to the company with all their efforts. Job satisfaction from an employee perspective is to earn a good gross salary, have job stability, have a steady career growth, get rewards and recognition and constantly have new opportunities. For an employer, Job satisfaction for an employee is an important aspect to get the best out of them. A satisfied employee always contributes more to the company, helps control attrition and

helps the company grow. Employer needs to ensure a good job description to attract employees and constantly give opportunities to individuals to learn and grow.

The positive effects of job satisfaction include, more efficiency of employees to workplace if they are satisfied with their job. Higher employee loyalty leading to more commitment. Job satisfaction of employees eventually results in higher profits for companies. High employee relation is possible if employees are happy.

The healthcare sector has not been untouched by globalization over the years. For a healthcare organization to survive, the key resource is a doctor. A doctor's place in the healthcare industry may be regarded as important healthcare gatekeepers and custodians. It can therefore be stated that approaching a healthcare organization and deriving benefits directly means consulting a doctor. The healthcare sector increasingly depends on the doctors for their patients. These doctors therefore hold high stresses occupation apart from the police, pilots as well as the social workers, (Cooper et al. 1988).

Job satisfaction of Doctor affect his administration, behavior with co-workers and the patients. The Doctor –patient relationship and quality of medical care provided is dependent on doctor's job satisfaction. Doctors are essential and integral component of our health care system. Job satisfaction is linked to the productivity and quality of services provided by them, hence it becomes necessary to assess job satisfaction among them.

Engineers have a pronounced impact on the world. From designing our roads, to developing our smart phones, to changing the way we collect and store energy, society relies upon engineers to structure the ways we live. While a lot of the fanfare surrounding engineering has to do with small luxuries and everyday conveniences, many engineers are actively working to make the world a better, safer, more equitable place to live.

Engineering isn't just about the properties of materials or the laws of various formula. It's about optimizing one's thinking towards the world and how we interact with it. Engineers have a problem solving mindset well suited to decision making. Engineers are able to sense a structure that might not be readily visible to a non-engineer. They are trained from the outset to work within a system of constraints. Creativity is baked into engineering. Everyday Engineers are tasked with new puzzles to solve.

In the present day of globalization and liberalization, legal profession which serves as centre of the sociopolitical domain of the Indian society, is growing very fast. India is the biggest democracy of the world where judiciaries enjoy one of the most powerful and independent status. In the present scenario, the legal profession has gained utmost importance which makes the job of lawyer the most challenging, with lots of mental and physical strain. Due to this nature of work, they need to be physically fit and mentally alert. On the other hand they may be considered more prone to psychosomatic disorders as well as various other health problems.

Women play a very vital role in human progress and have a significant place in the society. They are capable of sharing all the responsibilities of life. Napoleon said "Give me good mothers and I will give you good nation". The progress of nation depends upon the ways the mothers bring up their children. If the mothers are educated the whole society will progress.

Educated women can do much to reform the society. In modern age women are going very well in all the fields of progress. They are demonstrating their talents in the best. They are serving as doctors, teachers, Engineers, Administrators and even head of the states. They have a broader outlook and bring additional cultural development to the society (Somani 2017) Educated women can bring positive changes to the human capital of the country. They also impact economic, social and cultural development.

Women are the epitome of strength, love, sacrifice and courage. The role of women in today's world has changed significantly and far better. Women are now self sufficient, well aware and financially independent. They have attained immense success in every field whether it is sports, politics or academics.

The 21<sup>st</sup> century has brought a new hope and has empowered women in a positive manner. The role of women has changed tremendously and they have been able to create a positive impression in the

society from housewives to CEO's the transition can be seen at an accelerating rate. Modernization and the advent of the latest technology have widened hope and opportunities for them. They have established themselves socially, politically and economically in almost every field.

The journey of liberation of women has crossed many milestones and the society has indeed come a long way. Today's women are adorned with patience and perseverance which has helped them to attain the pinnacle of success. Today along with handling tough clients at office they successfully multi task at home too. Hence the investigator made an attempt to measure the job satisfaction among the educated females working in various professions.

### OBJECTIVES

- To measure the Job satisfaction of highly educated female Doctors, Engineers and Advocates in Vidarbha Region.
- To compare the job satisfaction of highly educated female doctors, engineers and advocates in Vidarbha Region.

### HYPOTHESES

1. There is average level of job satisfaction among female doctors, female engineers and female advocates in Vidarbha Region.
2. There is a no significant difference between the job satisfaction among female doctors and female engineers working in Vidarbha Region.
3. There is no significant difference between the job satisfaction among the female Engineers and female Advocates working in Vidarbha Region.
4. There is no significant difference between the job satisfaction among the female advocates and female doctors of working in Vidarbha Region.

### METHOD

The study was based on survey method particularly descriptive survey method.

### SAMPLE

The researcher selected 145 female doctors , 145 female engineers working in various medical and engineering colleges and 145 female advocates working in various district session courts of Vidarbha region by using random sampling technique.

### TOOL

Job satisfaction scale developed by Dr. Amarsingh and Dr. T.R. Sharma was used to measure the Job satisfaction among the female doctors, engineers and advocates working in Vidarbha Region. The scale contained 30 questions divided between the job-intrinsic and job extrinsic factors of job satisfaction. The reliability and validity of the scale was 97 and 74 respectively.

### STATISTICAL TECHNIQUES

Both descriptive and inferential statistics were employed for analysis of data. The descriptive statistics such as Mean and S.D. were used.

Inferential statistics such as 't' test was employed, 't' value was calculated to know the significant difference between job satisfaction among the female Doctors, female Engineers and female Advocates working in Vidarbha Region.

### ANALYSIS OF DATA

#### Testing of Ho<sub>1</sub>

There is average level of job satisfaction among the female Doctors, female Engineers and female Advocates of Vidarbha Region..

**Table 1 : Showing the level of job satisfaction among working females in Vidarbha Region.**

Variable	Level	Female Doctor	Female Engineers	Female Advocates
Job Satisfaction	Excellent	135	117	113
		93.10	80.68	77.93
	More satisfactory	8	23	28
		5.52	15.86	19.31
	Satisfactory	1	1	3
		0.69	0.68	2.07
Less Satisfactory	1	4	1	
	0.69	2.75	0.69	

From table 1 it is observed that most of the working females have excellent job satisfaction. Hence  $H_{01}$  is rejected.

**Testing of  $H_{02}$** **Table 2 : Showing the significance of difference between job satisfaction among female doctors and female Engineers working in Vidarbha Region.**

Sample (female)	Number	Mean	S.D.	't' value	Level of significance
Doctor	145	83.73	6.45	7.20	0.05 Significant
Engineer	145	77.72	7.71		

Table 2 shows that at 288 df. 0.05 level of significance the calculated 't' value is 7.20 which is more than the table value 1.96.

Therefore it is inferred that there is a significant difference between the job satisfaction among the female doctors and female Engineers working in Vidarbha region. Hence  $H_{02}$  is rejected.

It is concluded that female doctors are more satisfied in their jobs than female engineers working in Vidarbha Region.

**Testing of  $H_{03}$** **Table 3 : Showing the significance of difference between the job satisfaction among female Engineers and female Advocates working in Vidarbha Region.**

Sample Female	Number	Mean	S.D.	't' value	Level of significance
Engineer	145	77.72	7.71	2.07	0.05 Significant
Advocate	145	79.60	7.75		

Table 3 shows that at 288 df. 0.05 level of significance the calculated 't' value is 2.07 which is more than the table value 1.96.

Therefore, it is inferred that there is a significant difference between job satisfaction among the female Engineers and female Advocates working in Vidarbha Region. Hence  $H_{03}$  is rejected.

It is concluded that female advocates are more satisfied in their jobs than female engineers working in Vidarbha region.

**Testing of  $H_{04}$** **Table 5 : Showing the significance of difference between job satisfaction among female Advocates and female Doctors.**

Sample Female	Number	Mean	S.D.	't' value	Level of significance
Advocate	145	79.60	7.75	4.93	0.05 Significant
Doctor	145	83.73	6.45		

Table 4 shows that at 288 df 0.05 level of significance the calculated 't' value is 4.93 which is more than the table value 1.96.

Therefore it is inferred that there is no significant difference between the job satisfaction among the female Advocates and female Doctors working in Vidarbha Region. . Hence  $H_0_4$  is rejected.

It is concluded that female doctors are more satisfied in their jobs than female advocates working in Vidarbha region.

### CONCLUSIONS

- Most of the female working in various professions have excellent job satisfaction.
- Female doctors are more satisfied in their jobs than female Engineers working in Vidarbha Region.
- Female advocates are more satisfied in their jobs than female Engineers working in Vidarbha region.
- Female doctors are more satisfied in their jobs than jobs than female advocates working in Vidarbha Region.

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