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'A STUDY ON JOB SATISFACTION OF WOMEN EMPLOYEES IN SENIOR COLLEGES'



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ABSTRACT :

Now a days women's are shared their knowledge in different fields. Education field is one of the secured and prestigious field, hence women choose this field for job. This study attempts to examine the relationships between several dimensions of organizational climate and women faculty job satisfaction in senior colleges. Researcher selects Nasik district of Maharashtra state for this study. Nasik district is one of the leading districts in education field in Maharashtra state. Several numbers of educational institutes are working and established in Nasik district. It is found that educational

Institutes appointed Woman employees in colleges because of seniority, punctuality, honesty and hardworking. Researcher wants to search women employees' job satisfaction in senior colleges through this study.

KEYWORDS : Faculty, Job satisfaction and Organizational relationship

1. INTRODUCTION

The efficiency of employees depends to a substantial extent upon the concentration of employees in their work; this state of mind can be attained only if the employees are satisfied and relaxed. Only a satisfied person can satisfy others, job satisfaction has direct relation to mental health of people. Satisfaction results when needs expectations or wishes are met. Job satisfaction is defined as all the feelings that individual has about her job.

Job satisfaction is a central variable in the study of organizational structure and theory, and can be considered a reflection of organizational functioning. Job satisfaction is the extent to which people like or dislike their jobs, and can be defined as feeling or affective reason an individual experience in a



certain job role. The assessment of job satisfaction in many organizations has become an important practice to determine employee well-being.

Female faculty job satisfaction, while difficult to define, may be even more difficult to measure, Determinants of job satisfaction are known to vary according to gender, age, experience, and position, and defining job satisfaction for teacher involves many wide-ranging differences as to what contributes to job satisfaction (Shann, 1998). While female faculty feelings about certain aspects of their jobs strongly affect their decisions to stay in teaching or leave the profession, it becomes clear that an understanding of teacher job satisfaction is important (Darling-Hammond, 2003).

REVIEW OF LITERATURE

McClelland (1976) has been studying the job satisfaction behavior since it Indiana University Fort Wayne the article Indiana. If satisfied to define of make. A number of studies have indicated that satisfaction perceptions vary on the basis of age, sex in the organization. Education, job type, job level and like. If job satisfaction represent what is "out there" and satisfaction denotes some internal state, the reliability (consensus) of what is "out there" becomes a crucial issue. One would anticipate that job satisfaction. Dimensions would be perceived compactly by most members of organization.

Khalid S and Irshad MZ examined five components of job satisfaction; work, pay promotion, salary, and recognition besides overall job satisfaction. The results of their study revealed that employees of private banks were more satisfied with pay, recognition, and working hours as compared to public sector bank employees. Whereas, the employees of public sector were satisfied with job security as compared to private sector bank employees (2010).

Schneider and Bartlett (1970) tested the extent to which individuals at different levels agreed upon evaluations of organizational dimensions (inter-level) reliability and the extent to which individual satisfaction a given level agreed. The HRM a study conducted by the same university of Indiana university study aimed to examine the to examine the relationship between job satisfaction employee personality and their intention to leave an organization in the Malaysian context, four job satisfaction dimensions were chosen for this study i.e., structure, responsibility, rewards and support this the death of perspective of the human resources dominance and sociability were the personality dimensions chosen and its moderating effect were on the relationship between the organizational and intention to leave job satisfaction with employee.

RESEARCH METHODOLOGY

1. Objectives of the study

- 1) To search women employs job satisfaction in senior colleges.
- 2) To study relationship of female faculty with others.

2. Hypothesis of the study

H_0 = Women employees are satisfied with Job in senior Colleges.

H_1 = Women employees are not satisfied with Job in senior Colleges.

3. Data Collection and sample size

Researcher adopted the descriptive research for the study. Research design is the basis of defining the research problem. The preparation of the design of the project is popularly known as research design. It was used in primary data was collected directly from the faculty through the questionnaire method. Overall above 400 women employees working in the senior colleges and institutes in Nasik district. The probability Sample techniques are used to Simple random sampling and researcher finalized the sample size 200 in this study. Respondents were asked to reveal their

agreeableness and disagreeableness for the statement whereas 5.Highly Satisfied 4.Satisfied 3. Neutral 2.dissatisfied 1.Highly dissatisfied

4. Research Area

Researcher select Nasik district as research area because Nasik is one of the district from North Maharashtra region. Nasik is famous as educational Hub. Reputed educational institutes are established in all over Nasik district. Technical, Medical, research, professional traditional educational courses offered by these institutes. Yashwantarao Chavan Open University and Maharashtra University of Health Sciences these State Universities also established in Nasik. Women employees are working in various affiliated senior colleges and recognized institutes.

5. Limitations of the study

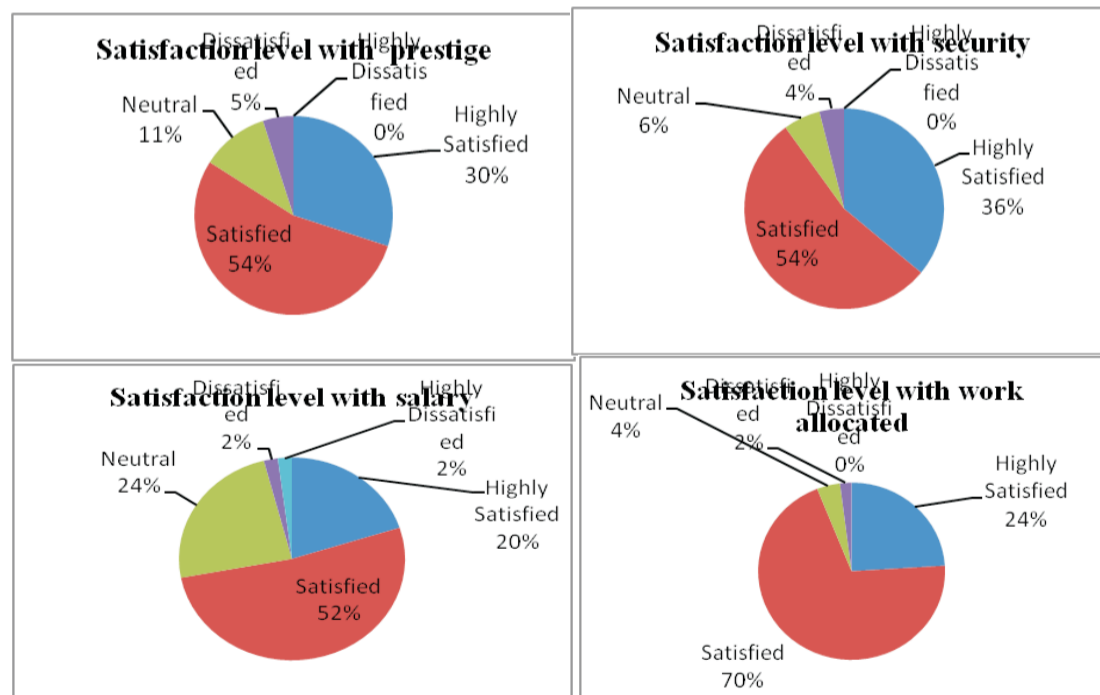
- 1) Sample size which is limited to 200 may not reflect the entire view of the institution
- 2) There may be the chances of biased information provided by the faculty.

6. Data Analysis and Interpretation

After receiving questionnaire from women employees from various senior colleges and institutes, and also the important information received by researcher during face to face interaction with respondents, and view of experts through review of literature. Researcher use simple technique for data analysis.

Table No 1
Consent of respondents about job satisfaction

Factors	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
Satisfaction level with prestige	60	108	22	10	0	200
Satisfaction level with security	72	108	12	08	0	200
Satisfaction level with salary	40	104	48	4	4	200
Satisfaction level with work allocated	48	140	8	4	0	200



"A STUDY ON JOB SATISFACTION OF WOMEN EMPLOYEES IN SENIOR COLLEGES"

From above table, graph and analysis it is prove that above 50% women employees are satisfied in their job. 84 % respondents say they are satisfied being as prestige in society and getting honor in the society. 80 % respondents agreed that job is much secured and are very satisfied. 72 % respondents are happy with payment. 94% respondents are satisfied with job, routine work and allocated work.

While few percentage respondents are not satisfied, may be those respondents are working in Non grant institutes or contributory or CHB basis or may be not qualified in services conditions..

Hypothesis Testing

H_0 = Women employees are satisfied with Job in senior Colleges. --- Rejected

H_1 = Women employees are not satisfied with Job in senior Colleges. --- Accepted

CONCLUSION

The study was conducted in senior colleges. The results of the investigation depicts terrible picture of overall job satisfaction among female faculty. The faculty has shown satisfaction with the job motivator and hygiene factors of satisfaction. The response of the female faculty was more or less similar for the professional progress, relationship. A considerable number of female faculty members has remained decided regarding various factors of job satisfaction and understandably so that in our society. The female faculty shows their true opinion about the level of job satisfaction.

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