

A Study on Job satisfaction and Occupational Stress among Working Women.

Ms. Geetha B

Research Scholar, DOS&R in Social Work, Tumkur University, Tumakura, Karnataka

Email:geethabraj@gmail.com

Dr. Parasurama KG

Professor, DOS&R in Social Work, Tumkur University, Tumakura, Karnataka

Email: p_ram_bdvt@rediffmail.com

ABSTRACT

The present study was conducted to assess the level and relationship of job satisfaction and occupational stress among working women with less than and more than 5 years of work experience. The study adopted comparison and correlational research method. A simple random sample of 50 working women were selected for the study. Job Satisfaction Survey (Spector, P. E), and Occupational Stress (Srivastava, A. K., & Singh, A. P.) were used to collect data. The result was analyzed by using independent sample t test and Pearson's coefficient of correlation. The result indicates that there is a significant difference in the level of job satisfaction among working women with less than and more than 5 years of work experience. There is no significant difference in the level of occupational stress among working women with less than and more than 5 years of work experience. There is no significant relationship between job satisfaction and occupational stress among working women with less than 5 years of experience. There is no significant relationship between job satisfaction and occupational stress among working women with above 5 years of experience.

Key Words:*Job satisfaction, occupational stress, Women employee.*

INTRODUCTION

Job satisfaction

Job satisfaction refers to a sense of fulfillment that an employee feel with his/her job. it is not only related to their daily duties but also it covers the satisfaction with team members/managers, satisfaction with work environment, organizational policies and also the impact of job on employee's personal lives. Having a feeling of satisfied with the job a person is doing is beneficial for both employee and organization he/she does work. Job satisfaction helps the people to feel motivated and happy. Further, it can lead to the growth of the organization since the employees are the resources of an organization.

Occupational stress

Occupational stress refers to a condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning. Occupational stress and stressful working conditions have been directly linked to low productivity, absenteeism, and increased rates accidents on and off the job. It can be caused by excessive workloads or pressure placed on employees, harassment at work or other working conditions.

Working women

Women's employment is any work for pay or profit. A Women who is gainfully employed; often, specific, such woman as distinct from a house wife. Women who can find an occupation based on their qualification and passion. A woman who earns a salary, wages, or other income through regular employment, usu. Outside the home.

REVIEW OF LITERATURE

Balaji R (2014). The aim of the study is to study various factors which could lead to a in depth knowledge about work life balance and stress undergone by women employees. Family-work conflict and work-family conflict is more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. Variables such as the size of family, the age of children, the work hours and the level of social support impact the experience of Work family conflict and Family work conflict. The findings of the study emphasized the need to formulate guidelines for the management of work life balance at organizational level as it is related to job satisfaction and performance of the employees.

Reddy NK, et. al., (2010). The study focusses on the various factors which could lead to WFC and FWC among married women employees. Family-work conflict (FWC) and work-family conflict (WFC) is more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. The obtained data were analyzed using descriptive and inferential statistics. Carl Pearson's Correlation was used to find the relationship between the different variables. The findings of

the study emphasized the need to formulate guidelines for the management of WFCs at organizational level as it is related to job satisfaction and performance of the employees.

Lakshmi N, Prasanth sai, (2018). The study has various elements involving the work-life balance of married working women have been probed in the work. The instrument used for the survey is the manual on work–life balance of The Industrial Society (now the Work Foundation) by Daniels and McCarragher. Data were subjected to descriptive statistics and it was found that the problems faced by the working women of Visakhapatnam in terms of work-life balance are quite high. The results also indicate that the work-life balance of individuals affect their tone of liveliness.

Manasa KVL, showry M. (2018). The paper investigates the relationship between work-life balance coping strategies or practices in the IT firms and work-life balance among the women employees working in the IT industry in Hyderabad. The study reveals the extent to which work-life balance policies and practices contribute to work-life balance. The study found that organizational practices have a significant influence on work-life balance among women IT employees. It also shows that leadership plays an important role in implementing work-life balance practices. The study also shows that welfare programs, role conflict and job sharing are found to have higher level of satisfaction among the employees and underlines the importance of work-life balance for employees and organizations.

Balamurugan et. al., (2020). The study on Work life balance of women employees plays the major role because they have to manage their personal life for their good quality of life. The data were analysed by using statistical method that is Chi-square and Correlation test and the result revealed the quality of life is based on the professional life of each and every women employee who are coming forward to support to their family. The problem of the women employee's face is health condition, Pregnancy discrimination, Sexual harassment, no equal pay, etc.

METHODOLOGY

Aim

To study the job satisfaction and occupational stress among working women with less than and more than 5 years of work experience.

Objectives

1. To study the difference in the level of job satisfaction among working women with less than and more than 5 years of work experience.
2. To study the difference in the level of occupational stress among working women with less than and more than 5 years of work experience.
3. To study the relationship between job satisfaction and occupational stress among working women with less than 5 years of work experience.

4. To study the relationship between job satisfaction and occupational stress among working women with more than 5 years of work experience.

Hypotheses

1. There is no significant difference in the level of job satisfaction among working women with less than and more than 5 years of work experience.
2. There is no significant difference in the level of occupational stress among working women with less than and more than 5 years of work experience.
3. There is no significant relationship between job satisfaction and occupational stress among working women with less than 5 years of work experience.
4. There is no significant relationship between job satisfaction and occupational stress among working women with more than 5 years of work experience.

Sample

A simple random sample of 25 working women with less than work experience and 25 working women with more than work experience was selected.

Research design

Comparison and correlational research design.

Materials

Two measures were used in the study:

Job satisfaction survey (Paul E Spector): Job satisfaction survey was developed by Paul E Spector. The scale consists of 36 statements. Each statements consists of six alternatives from which a respondent has to choose any one which candidly expresses his/her response. The scale has split-half reliability of 0.84 and cronbach's alpha 0.86. And the test is valid.

Occupational stress index (Dr. A.K. Srivastav & Dr. A.P. Singh): The occupational stress index was developed by Dr. A.K. Srivastav and Dr. A.P. Singh. This is a 46 items scale which consists of series of statements about various components and conditions of job. Each participant is required to select any one of the five responses which ranging from strongly disagree to strongly agree.

The reliability index ascertained by split-half method and Cronbach's alpha-coefficient for the scale were found to be .935 and .90 respectively. And the test is valid.

Procedure

The purpose of the study was explained to the participants through online. The participant's willingness to participate in the study was ascertained after the establishment of rapport. The socio-demographic details were collected. Job satisfaction and occupational stress inventories are sent through email. The data was collected in google form.

Variables

- **Independent variable**
Working Women (above and below 5 years of work experience.)
- **Dependent variable**
Job satisfaction and occupational stress.

Scope and limitations

- Working women are considered in the study.
- Shift workers are excluded in the study.

Statistical analysis

Independent sample t-test and Pearson product moment correlation are used to analyze the data.

RESULT AND DISCUSSION

Table 1 Mean, Standard deviation and t value of Working women on job satisfaction

Area	Category	N	Mean	Standard deviation	t-value	p-value
Job satisfaction	Below 5 years	25	107.88	18.32	.514	.018
	Above 5 years	25	119.32	14.39		

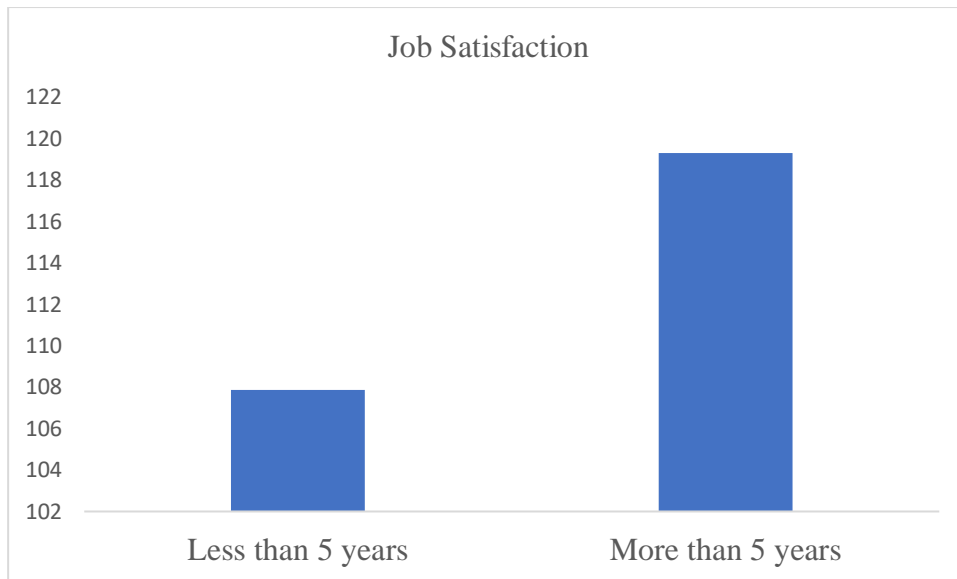


Figure 1 Mean score of job satisfaction on working women with the experience of less than and more than 5 years of working experience.

The hypothesis stating that there is no significant difference in the level of job satisfaction among working women with less than and more than 5 years of work experience was tested using independent sample *t* test. The *t* value for job satisfaction 0.018 which is significant. Hence, the null hypothesis is rejected which states that there is a significant difference in the level of job satisfaction among working women with less than and more than 5 years of work experience. Mean scores indicate that above 5 years of working experience women employees have higher level of job satisfaction compare to below 5 years of working experience of women employee.

Table 2 Mean, Standard deviation and *t* value of Working women on occupational stress

Area	Category	N	Mean	Standard deviation	t-value	p-value
Occupational stress	Below 5 years	25	119.60	22.70	.190	.541
	Above 5 years	25	122.76	11.92		



Figure 2 Mean score of Working Women on occupational stress on working women with the experience of less than and more than 5 years of working experience.

The hypothesis stating that there is a significant difference in the level of occupational stress among working women with less than and more than 5 years of work experience was tested using independent sample *t* test. The *t* value for occupational stress is .541 which is not significant. Hence, the null hypothesis is accepted which states there is no significant difference in the level of occupational stress among working women with less than and more than 5 years of work experience. Here mean score indicates that above 5 years of work experience of women employees is having more occupational stress compare to below 5 years of work experience.

Table 3 Pearson coefficient of correlation on job satisfaction and occupational stress among working women with less than 5 years of experience

Area	Job satisfaction	Occupational stress
Job satisfaction	1	-.071
Occupational stress	-.071	1

The hypothesis which states that there is a significant relationship between job satisfaction and occupational stress among working women with less than 5 years of experience was tested using correlation. The result indicates that there is no significant relationship between job satisfaction and occupational stress among working women with less than 5 years of experience. Hence the null hypothesis is accepted.

Table 4 Pearson coefficient of correlation on job satisfaction and occupational stress among working women with more than 5 years of working experience.

Area	Job satisfaction	Occupational stress
Job satisfaction	1	.056
Occupational stress	.056	1

The hypothesis which states that there is a significant relationship between job satisfaction and occupational stress among working women with above 5 years of experience was tested using correlation. The result indicates that there is no significant relationship between job satisfaction and occupational stress among working women with above 5 years of experience. Hence the null hypothesis is accepted.

CONCLUSIONS

Major findings:

1. There is a significant difference in the level of job satisfaction among working women with less than and more than 5 years of work experience.
2. There is no significant difference in the level of occupational stress among working women with less than and more than 5 years of work experience.
3. There is no significant relationship between job satisfaction and occupational stress among working women with less than 5 years of work experience.
4. There is negative significant relationship between job satisfaction and occupational stress among working women with more than 5 years of work experience.

Scope for the further study:

1. Career profile, socio economic status, educational qualification and working environment can be taken for consideration.
2. Qualitative research method can be adopted to know more about the factors of occupational stress which can be associated with job satisfaction.

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