



Job satisfaction and Life satisfaction among Male and Female employees in a Major Thermal Power station

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Available online at: www.isca.in, www.isca.me

Received 20th June 2015, revised 1st July 2015, accepted 6th July 2015

Abstract

The present exploration of the study is to examine the gender difference with regard to job satisfaction and life satisfaction in a major thermal power station. The sample consists of 57 both male and female employees. The scores of the means, SDs and mean differences were employed for the investigation of study. The result state that there is no gender difference with regard to job satisfaction and life satisfaction.

Keywords: Gender differences, job satisfaction, life satisfaction.

Introduction

The present investigation of study is to explore the significance differences of job satisfaction and life satisfaction among male and female employees. At what extent, they can be playing specific role in work related behavior in the organization. Job satisfaction has perhaps been one of the most extensively components to be studied in organizational perspective. It has been considered in the variety of dimensions, and is very tough task to be defined in various studies. Job satisfaction as a pleasurable or positive emotional state which has been resulting from the opinion of employee about his job and experience¹. Job satisfaction is an employee's general attitude towards his job being satisfied or dissatisfied at job may lead to life concerns². Along with having major implications on the work created behavior of employees such as productivity absenteeism, turnover etc³.

Job satisfaction is a judgment about having a favorable attitude towards one's job as a whole. It refers to the person perception of how his or her has been feeling about where it is going in the future. The judgment, how employees are satisfied their existing state of affairs is not externally imposed rather than is based on a comparison with a specific measurement which each individual sets for him⁴; those standards may include interpersonal relationships, true, money, creativity, tradition, religion etc., which deemed valuable according to the individual's priority and option, as evidenced to lead to satisfaction at various levels.

In general, higher income not only provide better access to resources but also expected to promote positive effect such as one's sense of happiness and life satisfaction through higher self-appraisal and sense of control⁵. Various studies mentioned a college higher education, high occupational prestige and good income as the factors that make life more satisfying life style. It is studied that the job satisfaction among male and female

employees in public sector organizations. The results state that there is no significant difference male and female employees overall with regard to job satisfaction.

By and large, life satisfaction is an assumption of feeling and attitudes about one's life at a particular point of view in ranging from positive and negative. Life satisfaction is more subjective which is measure of an individual's perceived level of well being and happiness. Satisfaction with life as a whole must be satisfaction not only with that which is, but also with that which was and that which will be, not only.

The job satisfaction is one the major factors to influence the life satisfaction in overall. If the employee will be satisfied with his job related factors, by and large, it will be more comfortable and lead satisfaction in life. It is clear that both levels are important for improvement, efficiency and effectiveness of the organization.

In this perspective, it is a study to explore whether gender plays any difference between male and female employees in their job satisfaction and life satisfaction. As the nature of job itself is not that much disseminator, gender does not plays any critical role. Female employees thought that they have same opportunity to work as of male employees does and they are also get recognition from their male counterpart for their performance. So such organizations may flow the information for female employees, as this is the place to self knowledge and expertise etc, however female employees can make more contribution if they will be utilizing properly than male employees⁶.

In the light of the foregoing the following hypotheses are formulated for our investigation. i. The female working employees have more Job satisfaction than male working employees. ii. The female working employees have more life satisfaction than male working employees.

It is investigated the impact of age, sex, work experience and locus of control on job satisfaction in one dimension of the study. However the difference between male and female were statistically not significant⁷. It is found that women in life satisfaction and job satisfaction were higher than that of men⁸. This hypothesis is formulated based on men and women are equal in all respect excepting the gender differences, with regard the job opportunities, legally speaking; there should be no discrimination between male and female. However the job satisfaction will be move, which should to lead also life satisfaction. In other study, it is found that there is significance difference between male and female employees with regard to job satisfaction⁹.

Methodology

Sample: For the investigation of study, the sample is comprised 57 employees, working in a major Thermal power station in Vijayawada, Andrapradesh, India, The randomized sample technique is adopted for choosing the sample.

Table-1

States that the mean and SD scores of the employees with regard to age irrespective of gender difference in the study

N	57
MEAN	34.21
SD	7.99

Table-2

Presents the age- means and SDs scores of male and female employees

	MALE	FEMALE
N	26	31
MEAN	38.35	30.74
SD	8.50	5.63

Instruments used: The job satisfaction questionnaire was used to measure job satisfaction of the sample. The scale consists of 16 items to be responded by the subjects on a 6 point scale (1-extremely dissatisfied to 6-extremely satisfied). The minimum and maximum scores are 16 and 96 respectively. A high score indicates high job satisfaction and low score indicates low job satisfaction¹⁰. The reliability (internal consistency) of the scale was 0.88¹¹.

Life satisfaction scale was used to measure life satisfaction of the employees. The scale is adapted by Quality of life scale¹². The scale consists of 24 statements on a 5 point scale. The maximum and minimum scores of life satisfaction are 120-24 respectively. The reliability of scale was 0.87 respectively.

Procedure: The subjects of the study were met individually in their sections of the organization and questionnaire which was printed in both English and vernacular was left them with a request to fill it. The filled questionnaire was collected on the following day.

Statistical Tests: The Statistical analysis was employed with the scores of the means, SDs and the t- test for the investigation of the study.

Results and Discussion

The present investigation of the study to examine the gender differences with regard to job satisfaction and life satisfaction. It is very interesting area to find-out their attitudes, perceptions and so on of male and female employees.

Table-3

Present the scores of the means and SDs and mean differences for men and women employees with regard to job satisfaction

	MALE	FEMALE
N	31	26
Mean	62.34	63.45
SD	6.93	6.33
t	0.62 . @	

The job satisfaction of both men and women might be considerably high. The mean score of job satisfaction for men is 62.34 with an SD of 6.93 where as for women employees they are 63.45 and 6.33 respectively. Based on mean scores the women are having higher job satisfaction score leads more job satisfaction than the men. The mean difference of job satisfaction between men and women statistically is 0.62, which is not significant. Hence the 1st hypothesis that “the women working employees have more job satisfaction than male working employees” is not accepted as unwarranted by the results. Owing to various physical, social and cultural demands on people, it is stated that the male people have more involvement in all social settings than female people.

However, the societal trends have been changing by various trends in social network of society and preferred the female people in all dimensions of society. Moreover the legal procedure expands the boundaries of female in the societal glance. Based on that, the female have more opportunity to participate in all activities and leads the various dimensions of work. It means that the female involves the work and try to prove their potentials levels. Thus the 1st hypothesis that “The female working employees have more Job satisfaction than male working employees” is not accepted as unwarranted by the results.

At present in Indian societal dimension, women are changing constantly in all dimensions of life.. Today they are more not only confined to home related activity but also involved in all social dimensions by legal measures and reforms of the society. The unfolding changes in the comparison of the workforce together with the proportions of employees by various legal surveys the present women’s are in a position lead any kind of activity and also working equivalent in the organizations. However female employees also leading the difference roles in

life related and job related and prove themselves are equivalent to male employees.

In one of the study, explored that between job satisfaction and extrinsic motivation, the factors are remuneration, quality of work life, super vision and team work, except the relationship with remuneration is not significant, but a statistically significant relationship was established with life satisfaction¹³.

Table-4
Presents the scores of Mean, SDs and Mean difference of men and women with regard to life satisfaction

	Male	Female
N	31	26
MEAN	59.26	62.38
SD	6.80	8.04
t	1.56 @	

The mean score of male is 59.26 with an SD of 6.80 and the mean score of female is 62.38 with an SD of 8.04 respectively. Based on the Mean scores, the female have more life satisfaction than male employees in the organization. However the mean difference is 1.56 which is not significant with regard to life satisfaction.

In the light of the above results, the 2nd hypothesis that "The women working employees have more life satisfaction than male working employees", is not accepted by the results. The radical changes took place by the influence of westernization and globalization with regard to female life style in the society. They participate in all societal dimensions and leads their role effectively and prove their efficiency lend they might be led work and equally male and prove their potentials in multidimensional point of view. Thus the 2nd hypothesis "The women working employees have more life satisfaction than male working employees is not accepted as unwarranted by the results.

Conclusion

i. There is no significance difference between male and female employees with regard to job satisfaction in work. ii. There is no significance difference between male and female employees with regard to life satisfaction which might be in all dimensions of life.

Implications for further study: i. Job satisfaction is part of an element in life to influence the entire life. It means that if there is no job satisfaction, it may say that having life satisfaction or not with empirical evidence. So we should have to find out the relationship between job satisfaction and life satisfaction. ii. In certain dimensions of life, job satisfaction cannot influence the life satisfaction. They are varied. In this regard they are on parallel ways to influence.

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