

“Effect of Job and Household Satisfaction on Work Performance of Working Women in Higher Education”

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ABSTRACT: Job satisfaction at work place is important factor in quality of work performance. Working women face two different climates for work. House hold climate and climate at work place. At both place satisfaction plays significant role in quality and quantity of job they perform; this has effect on their behavior and personality. The present study is to find out level of Job and household satisfaction of working women to higher education and performance at work place. Fifty working women in higher education department were randomly selected. Job Satisfaction scale by Dr. Amar Singh and Dr. T.R. Sharma was administered. For house hold satisfaction, house hold scale of Dr. Pramod Kumar Tripathi, Ph.D, was used. Analysis of data reveals that job performance was highly correlated with house hold satisfaction. Women happy and satisfied at home are also satisfied at work place. Happy workers are productive workers and productive workers are likely to be happy. Role of women today has changed. They are expected to work at home as well as at job also. Now women perceive themselves as productive contributive unit of development besides their role at home as house wife and mother. House hold satisfaction and job satisfaction both have deep influence on personality, ultimately on behavior. In higher education this has further significant role.

KEYWORDS: Job Satisfaction, Household Satisfaction, Work Performance and Working Women.

Date of Submission: 21-03-2020

Date of Acceptance: 07-04-2020

I. INTRODUCTION

Job satisfaction plays an important role towards personal attitude and belief system. Teachers job satisfaction may be considered as one of the important factors, which can enhance teaching competency. So, it is very important that teacher must be satisfied with their job. Because a well satisfied teacher can give his best to his students. The role of today's women has changed drastically, new women perceive herself to be productive and constructive unit of national development besides her role at home as a wife and mother.

Recent years have brought a great change in the life throughout the world, influencing their attitudes, values, aspiration, ways of feelings and action for effective participation in all walks of life. Indian women have come out of walls of home in search of economic gain as well as fulfillment of their personal hope and desires.

Household responsibilities are such that they need whole time efforts to plan and manage. Non-working wives are in a better position to manage them as they have only family roles which are more or less homogeneous and the same extent complimentary to each other, but women who are teachers and elsewhere employed are unable to meet the expectations and demands of the family members as well as the demands of their employer and other authorities as well as subordinates. Both set of expectations demand their time and energy and the working women may not be able to cope with them. Family stress certainly contribute negatively to job satisfaction (Hang-yue et al, 2005)

The role of women in society are radically changing in most western countries (Hall & Hall, 1980) as well as in India. It is often said that “Happy employee is a productive employee” and a happy employee must be satisfied with his job. Women who is satisfied with her role and responsibilities at home enjoys in the performance of house hold jobs and one who is not satisfied feels the job monotonous and boring and hence she is frustrated with her duties at home. Her frustration leads to bad family environment making every member of the family unhappy.

The satisfaction and appreciations derived from sound home making practices influences family and community life. Homemakers satisfaction is often linked with performance at work while dissatisfaction at home is regarded as an indicator of negative performance and low output. Kaur and Punia (1986) found that small family size, good health, adequate family income and grown up children are the main factor's promoting satisfaction level of working women in respect to her home role performance.

II. REVIEW OF RELATED LITERATURE

Panda (2002) studied the level of job satisfaction among teachers of government and non – government colleges. Analysis revealed that the collegeteachers both from government and non- government colleges were satisfied with their job. Type of management of the college had no significant effect on job satisfaction. Ahmed, Raheem and Jamal (2003) studied the job satisfaction of teachers in senior secondary schools. Female teachers enjoyed greater satisfaction than their male counterparts. Married teachers showed more job satisfaction than unmarried teachers. Teachers who were teaching in government schools showed greater job satisfaction than teachers teaching in private schools.

Rashmi Sharma and Naresh Chandra Srivastava (2015) found that both Hindi and English medium school teachers are satisfied with their job. But English medium teachers show comparatively more satisfaction than Hindi medium teachers. Job satisfaction is complex phenomenon with multi facets and influenced by the factors like salary, working environment, autonomy, communication, and organizational commitment (Vidal, Valle and Aragón, 2007).

Job satisfaction is a worker’s sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one’s efforts. Job satisfaction further implies enthusiasm and happiness with one’s work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment (Kaliski,2007).

Lathia& Sam(2004) studied job satisfaction and spiritualistic orientation among the teachers of Arts and Science College. The results show that arts college teachers are more satisfied than their counterparts in Science College. Research evidences as above prove that teacher’s professional satisfaction improves their effectiveness and competencies as teacher.

Women’s job satisfaction and quality of life were different according to their marital status and education; unmarried women were satisfied more in their job than married ones and the higher education shows the better job satisfaction and quality of life. Usually discrimination against women workers, lower wage and opportunity cause women unsatisfied in their job (Lee & Kim, 1998).

PROBLEM

“EFFECT OF JOB AND HOUSEHOLD SATISFACTION ON WORK PERFORMANCE OF WORKING WOMEN IN HIGHER EDUCATION”

OBJECTIVE

To study the effect of job satisfaction on work performance.

To study the effect of household satisfaction on work performance of working women.

To study the interactive effect of job satisfaction and household satisfaction on the work performance of working women.

To study the contribution of job satisfaction and household satisfaction on work performance of women in teaching in higher education.

HYPOTHESIS

H1- Women teacher who feel more satisfied in their job, perform better at work place than those who feel less satisfied in their job.

H2- Women teacher who feel more satisfied in their household work, perform better at work place than those who feel less satisfied in their household work.

H3- The interactive effect of job and household satisfaction will lead to high work performance.

H4- Job satisfaction and household satisfaction will be significantly related to work performance.

H5- Job satisfaction will have a significant relation with household satisfaction.

III. METHOD AND PROCEDURE

Sample:

Fifty (50) working women as a teacher in higher education department and posted in Degree College were target group for study.

Tools:

1. Job satisfaction Scale (JSS) Developed by Dr. Amar Singh and Dr. T.R. Sharma.

2. GrihKarya Santosh Mapini, Hindi Translation/ Adaption by Dr. Pramod Kumar Tripathi(2001), of Dr. Murali, P.S. Karegaonkar and M.S. Kulkarni (1994).

3. Work Performance scale for Teachers, developed by Dr. Pramod Kumar Tripathi (2001).

Statistical Technique:

Following statistical techniques were applied,

1. Mean Score
2. S D
3. t-Values
4. Correlation Coefficient (r)
5. Two Way Analysis of variance

IV. RESULT AND DISCUSSION:

Effect of Job satisfaction and household satisfaction on work performance of lady teachers.

TABLE – 1.

Comparison on work performance of high and low job satisfaction of women teachers:-

Group	N	Mean of W.P.	SD of W.P.	t/CR
High J.S.	25	39.76	7.80	3.624 *
Low J.S.	25	33.2	4.64	

*Significant at .01 level

TABLE – 2.

Comparison on work performance of high and low Household satisfied women teachers:-

Group	N	Mean of W.P.	SD of W.P.	t/CR
High J.S.	19	39.05	6.48	2.135 *
Low J.S.	31	34.96	6.73	

*Significant at .05 level

The work performance of high and low job satisfied lady teacher differ significantly. This indicates that women teachers who are satisfied with job, show better performance as a teacher. It is in support of our hypotheses H-1. House hold satisfaction also play important role on work performance of women teachers those satisfied with household affairs show better performance on work.

TABLE – 3.

Summary of the analyses of the variance for work performance of lady teachers.

Sores of Variance	Sum of Squares	df	Mean squares	F- ratio
Between JS	37.21	1	37.27	.663 NS
Between HS	83.28	1	83.28	1.48 NS
Intraction JS\ HS	273.92	1	273.92	4.89 *
Within Group	2583.97	46	56.17	-

*- Significant at .05 level, NS- Not Significant.

Interactive effect of Job satisfaction and household satisfaction on work performance of lady teachers.

Interactive effect of job and house hold satisfaction on work performance for women teachers is significant 0.01 level. This shows that household satisfaction is an important factor in work performance of lady teachers. Satisfaction is an important factor in work performance of lady teachers. Job satisfaction and household satisfaction when interacting with each other, or not making significant difference on work performance. This indicated that some other factors are affecting.

TABLE – 4.

Correlation between job satisfaction, household satisfaction and work performance among lady teachers:-

Variables	Job S 1	H S 2	W P 3
1- Job Satisfaction	1.0	-	-
2- Household Satisfaction	0.135	1.0	-
3- Work Performance	0.557	0.032	1.0

Table.4 showlow that Moderate correlation coefficient was found for all categories of subjects among the Job Satisfaction, Household Satisfaction and Work Performance.

V. CONCLUSIONS

Job satisfaction represents one of the most complex areas facing today’s managers when it comes to managing their employees. Many studies have demonstrated an unusually large impact on the job satisfaction on the motivation of workers, while the level of motivation has an impact on productivity, and hence also on performance of business organizations. There is a considerable impact of the employee’s perceptions for the nature of his work and the level of overall job satisfaction. Financial compensation has a great impact on the overall job satisfaction of employees.

Teachers are satisfied with their job. They feel that teaching is the best profession for them and they feel proud to be a teacher. It may be concluded that there are indications that teacher's level of job satisfaction have a positive relation with success in teaching. A positive favorable attitude makes the work not only easier but also more satisfying and professionally rewarding. If the teachers enjoy their job with positive attitude, their work will be easier and will have long lasting impact on the society.

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Dr. Pramod Kumar Tripathi. “Effect of Job and Household Satisfaction on Work Performance of Working Women in Higher Education.” *IOSR Journal of Humanities and Social Science (IOSR-JHSS)*. 25(4), 2020, pp. 41-44.