

Job Satisfaction of Women Employees and Its Effect on Mental Health

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Abstract – Job satisfaction is the extent to which an employee feels self-motivated, content & satisfied with their job. Job satisfaction happens when an employee feels he or she is having job stability, job security, career growth and a comfortable work life balance. Job satisfaction is important in predicting the work behavior. This feeling influences the mental health of women employees in the present research study was conducted on 200 women employees working in Bengaluru city. Sample consists 100 women employees working private companies and 100 women employees working in government sector in Bengaluru city. Their job satisfaction was assessed using Job satisfaction Scale by Dr. Amar Singh and Dr. Sharma(2012) and Mental health was assessed by using Employee mental health inventory developed by Dr. Jagadish (2001).Based on the obtained research An suitable stastical technique was used to analyze obtained results.

Key Words: Job Satisfaction, Mental Health, Women Employees.

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INTRODUCTION

Job satisfaction is the extent to which an employee feels self-motivated, content & satisfied with their job. Job satisfaction happens when an employee feels he or she is having job stability, job security, career growth and a comfortable work life balance. Job satisfaction is important in predicting the work behavior. Job satisfaction or employee satisfaction is a measure of workers' contentedness with their job, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction can be measured in cognitive (evaluative), affective (or emotional), and behavioral components. Researchers have also noted that job satisfaction measures vary in the extent to which they measure feelings about the job (affective job satisfaction). Or cognitions about the job (cognitive job satisfaction). This feeling influences the mental health of women employees. Since women need to carry the double work load feeling satisfied at the job is most important predictor in having good mental health

Keeping above points in the view the present study was undertaken to assess job satisfaction and its effect on mental health of women employees working in government and private sector.

OBJECTIVES:

The main objective of the study were stated as:

1. To find out the job satisfaction of women employees working in government sector.
2. To find out the job satisfaction of women employees working in private sector.
3. To compare the job satisfaction of women employees working in government sector and private sector.
4. To assess the mental health of women employees working in government sector.
5. To assess the mental health of women employees working in private sector.
6. To compare the mental health of women employees working in government and private sector.

METHODOLOGY:

Problem: To study the job satisfaction and its effect on mental health of women employees working in government and private sector.

Hypothesis:

Based on the identified problem the following hypothesis was formulated:

H1 “There is significant difference in the job satisfaction of women employees working in private sector and government sectors”.

H2 “There is significant difference in the mental health of women employees working in private sector and government sectors”.

Operational definition:

Mental health: A state of no problems, individuals can achieve their full potentials

Job Satisfaction: employee feels satisfied with the job he does (inclusive of all aspects of job)

Women employees:

The women who are working as employees in organizations where they are paid for their work.

Variables

- ▶ Independent variable: Type of organisation
- ▶ Dependent Variable: Job satisfaction, mental health.

Sample

- ▶ The Sample consisted of 100 women employees working in private sector, Between the age range of 25 to 50 years.
- ▶ 100 women employees working in government sector in Bangaluru city, between the age range of 25 to 50 years.

The sample consisted middle order ranking

Materials:

- ▶ Job satisfaction Scale developed by Dr. Amar Singh and Dr. Sharma (2012)
- ▶ Mental Health Inventory developed by Dr. Jagadish (2001).
- ▶ Norms and scoring key.

ANALYSIS OF THE RESULTS AND DISCUSSION

▶ The table 1 shows mean, SD, ‘t’ values of women employees working in private sector and Government Sectors on job satisfaction scale.

	Mean	SD	t
Women employees working in private sector	58.61	11.07	2.62
Women employees working in government sector	62.3	9.18	Significant at .05 level

▶ The table 2 shows mean, SD ‘t’ values of women employees working in private and Government Sectors on Employee mental health inventory.

	Mean	SD	t
Women employees working in private sector	11.65	3.19	1.64
Women employees working in government sector	11.0	2.94	Not Significant

The table 1 shows mean, SD, ‘t’ value of women employees working in private sector and Government Sector on job satisfaction scale. women employees working in private sector have a mean score of 58.61 with a SD score of 11.07 and The women employees working in government sector have a mean score of 62.3 with a SD score of 9.18. The ‘t’ value of 2.62. The obtained t value is significant at .05 level. Which indicates that there is significant difference in the job satisfaction between women employees working in private sector and government sector. Hence the null hypothesis 1 is accepted which states that “There is significant difference in the job satisfaction among women employees working in private sector and government sectors”. This may be due to the differences in organizational policies.

Table 2 shows mean, SD, ‘t’ value of women employees working in private and Government Sectors on Employee mental health inventory. women employees working in private sector have a mean score of 11.65 with a SD score of 3.19 and The women employees working in government sector have a mean score of 11.0 with a SD score of 2.94. The ‘t’ value of 1.34 which is not significant at both level. The obtained results indicate that there would be no significant difference in the effect job satisfaction on mental health among women employees working in private sector and government sectors. The Hypothesis 2 is rejected which states that “There is difference in the effect of job satisfaction on mental health among women

employees working private sector and government sectors”.

The probable reasons may be that since they are working they cannot give up their traditional household work, and various other intervening variables such as mode of transport, personality of boss, support of co-workers.

- Women being the prime victim especially employed women of stress therefore their stress management is essential for working women.

Limitations of the study

- The study was done only on women age range between 25 to 50 years.
- Sample was limited to 200.
- Assessing only job satisfaction and mental health.

SUGGESTIONS

- Assess other components that affects mental health.
- Assess various factors that influence job satisfaction.

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