

A Study on the Job Satisfaction Among Women Employees

MUTHU MOHAMMED YOUSUF S

Student, MBA, School of Management of Studies, Sathyabama Institute of Science and

Technology, OMR, Chennai, Tamil Nadu, 600119, EMAIL:

mohammedmuthuyousuf@gmail.com

Ms. GEETHA RAJENDRAN

Assistant professor, School of Management Studies, Sathyabama Institute of Science and

Technology, OMR, Chennai, Tamil Nadu, 600119,

geetha.r.soms@sathyabama.ac.in

Abstract:

Job satisfaction is a key factor influencing employee retention, productivity, and overall workplace morale. It reflects an individual's emotional response to their job and is shaped by various intrinsic and extrinsic factors. In today's fast-changing business environment, characterized by economic uncertainties, technological advancements, organizational restructuring, and outsourcing, ensuring job satisfaction is increasingly challenging. Organizations must focus on aligning employees with suitable roles while fostering a positive work culture. This study explores job satisfaction, its impact on employee behavior, and its distinction from motivation. It highlights how management can assess satisfaction levels and implement strategies to improve them. By understanding employee needs and addressing sources of dissatisfaction, organizations can enhance job satisfaction, leading to better performance and reduced turnover. Job satisfaction is an employee's overall attitude toward their job, influenced by factors such as work environment, compensation, growth opportunities, and organizational culture. It plays a vital role in maintaining employee engagement and motivation. Industries like pharmaceuticals face challenges such as economic instability and workforce restructuring. Managers must address dissatisfaction to create a productive work environment. While management plays a crucial role, employees also bear responsibility for their own job satisfaction. Job satisfaction is an internal attitude, while motivation drives employees to perform efficiently. While higher satisfaction may reduce absenteeism and turnover, some studies suggest it does not always have a direct impact. Workplace dissatisfaction can lead to increased errors and accidents, affecting overall efficiency. To improve job satisfaction, organizations must collect reliable data through surveys, feedback mechanisms, and evaluations.

KEYWORDS:

- Job Satisfaction
- Women Employees
- Employee Retention
- Motivation
- Workplace Morale

Objectives:

1. The primary objectives of this theoretical review paper are as follows:
2. The following goals have been established in order to determine the answers to the questions posed above.
3. To research the backgrounds and personal characteristics of the female employees of Harshni Textiles Limited in Coimbatore.

4. To determine how satisfied staff members are with the Infrastructure and surroundings.
5. To provide recommendations for improving job satisfaction at Harshni Textiles Limited in Coimbatore.
6. To critically assess the degree of job satisfaction.

Introduction:

Job satisfaction results from employees' attitude toward their work, resting on many factors, intrapersonal and interpersonal. Protecting and retaining employees whom one wants in the firm requires attention the right individual for the right position in the right culture and contented there. Weak economies, rapidly evolving technologies, organizational reengineering, shorter tenure, and the outsourcing of noncore business functions are all features of today's business environment. One example of this kind of setting is the pharmaceutical sector. In these situations, managers should take steps to eliminate the sources of discontent that keep employees busy, happy, and productive. For their part, workers ought to take responsibility for their level of job satisfaction.

Job satisfaction is a state that is internal to the individual in question; it is not motivation. This could be interchangeable, for instance, with sentiments of accomplishment. The personal response with emotional content that directly addresses the job itself is known as job satisfaction. It's a pretty attitude when it comes to one's work. Various writers discussed job satisfaction from different perspectives. As a result, job satisfaction may not yet lower turnover, absenteeism, or even the accident rate. The overall attitude toward one's work, as well as the discrepancy between the compensation that employees receive and what they are entitled to, is known as job satisfaction.

All researchers have gathered from their evidence that job satisfaction provides a negative correlation with turnover; employee must possess a positive disposition toward his work greater job satisfaction does not mean low absence; Work satisfactions or dissatisfaction determines the degree to which job expectation has been fulfilled. All the above studies point separately toward only the following two conclusions:

An employee's overall attitude toward his work is referred to as job satisfaction. In order to either create policies and procedures to raise employee 1 satisfaction or, if deemed acceptable, maintain current levels, management had to collect data from the organization's workforce. Based on certain employee perceptions, management can practically learn a little bit about employee satisfaction levels. Regretfully, the information thus obtained occasionally differs significantly from the actual situation. Although most workers are perceptive, they are hesitant to disagree with management or voice divergent views. supervisors' unfavorable opinions of their positions. Furthermore, such data will most likely Generally speaking, a more formal process is needed to accurately assess employee satisfaction. Surveys of employee satisfaction are frequently used to gather organized data. Employee satisfaction surveys can reveal details about how workers feel about their positions and the company. Surveys are not, however, entirely impartial methods of obtaining information. The mere fact that employees are asked to take part in the survey process may cause their expectations to rise. Employee satisfaction may decline compared to the previous level if the survey is not followed up on with the proper managerial action.

Review of literature:

Amen Imran and Amir Abou Elnaga, "The Effect of Employee Empowerment on Job Satisfaction," 2024. This study's goal is to refine the relationship between job satisfaction and employee empowerment by examining and determining all the factors that influence it. This is accomplished through the application and presentation of a new and creative conceptual framework. Establishing and fostering employee empowerment and encouraging their involvement are the main goals of trust between management and staff. High degrees of collaboration, teamwork, self-assurance, creativity, independent thought, and entrepreneurship are all within their reach. Since the company's management wants to raise shareholder wealth, forming an employment alliance will only do that if it improves the organization's performance.

Factors Affecting Employee Job Satisfaction: An Empirical Study Among Workers in Automobile Service Workshops in Assam, **Bidyut Bijoya Neog and Dr. Mukulesh Barua (2014)**. Automobiles remain among the leading industrial sectors which promote national economic advancement. The goal of the study is to assess the many factors influencing

employees' levels of workplace satisfaction. Understanding the relationships between equitable pay and job satisfaction, supervisor support and job satisfaction, the working environment and job satisfaction, and job security and job satisfaction is the main goal of the study. E. Employee job satisfaction is increased by a variety of factors, including financial pay, supervisor support, a healthy work environment, high job security, balanced work-life aspects, career growth possibilities, and appropriate training programs

"The Association of Corporate Culture, Job Satisfaction, and Employee Motivation" by **Wanda Roos (2005)**. Aspects of job satisfaction and corporate culture (performance, human resources, decision making, and relationships) were analyzed in connection to employee motivation (energy and dynamism, synergy, intrinsic and extrinsic motives). The second was investigating the connections between company culture and job satisfaction and a number of demographic factors. There was a three-way interaction between corporate culture, job satisfaction, and employee motivation as well as a statistically significant association between these constructs, with some of these constructs having a stronger relationship than others. Corporate culture and employee work satisfaction were also found to be influenced by seniority, tenure, gender, age, and education.

Wong Yvonne (2014) conducted a study about employee satisfaction and performance at Wong Yvonne (2014) did a study about employee happiness and performance at franchised retail-chain firms. The study looks into the relationship between employees' performance levels and work happiness. Pay, advancement, supervision, fringe benefits, contingent rewards, working processes, coworkers, the nature of the task, and communication are among the nine aspects of job satisfaction that are discussed. According to this analysis approach, job performance exhibits two dimensions: task performance and contextual performance. The results of the investigation demonstrated a strong correlation between the two factors.

Samuel Emeka Mbah and C. O . Ikemefuna (2012), "Job Satisfaction and Employees' Turnover Intentions in total Nigeria plc. in Lagos State". This study looks on the job satisfaction and desire to leave of Total Nigeria PLC employees who work in Lagos State. Along with employee retirement decisions, this research study offers fundamental definitions and explanations of work satisfaction. Three aspects of job 24 satisfaction—pay, nature of labor, and supervision—all influence an employee's intention to leave the company. To gather information, the writers used surveys conducted on-site, questionnaires, interviews, archival materials, textbooks, and pertinent journal articles. These four key hypotheses were supported by testing at a.05 significant level, and the study discovered that job In order to minimize employee turnover and serve as a staff retention strategy, Total Nigeria PLC employs a standard pay structure and a work environment with effective supervision.

FACTORS AFFECTING JOB SATISFACTION

Financial compensation is just one of many factors that affect an employee's overall job satisfaction. In order to improve workers' job satisfaction, management should ensure that the workplace is upbeat, morale is high, and workers have the tools they need to complete their assigned tasks. Businesses should make an effort to improve working conditions because employees spend a significant amount of time there each week. Favorable work conditions include things like offering roomy workspaces rather than claustrophobic ones, sufficient lighting, and cozy workstations. Providing workers with improved information technology and other productivity tools to help them complete tasks more quickly also increases job satisfaction

BENEFITS OF JOB SATISFACTION

In order to make informed decisions concerning employee motivation and morale, the management requires data on employee satisfaction. Here are the merits of job satisfaction studies. It will indicate a general level of satisfaction

within a company at a particular point in time, and also show areas of satisfaction and dissatisfaction of specific employee groups. In short, it brings out the employee feeling concerning their job. Careful task survey will prove to be a really powerful diagnostic tool to assess an employee's problems.

JOB SATISFACTION IS IMPORTANT

Though there's little doubt, the first asset an organization has is a very good workers' team. Keeping the trust alive besides good workers has other options like:-

a) Lesser Turnover Turnover is usually one of the highest costs incurred in organizations due to the human resource department. Such workers create a better environment salvaging the internal costs of recruiting quality talent. Employees being satisfied will mostly mean that they are much less possible to leave the bottom line.

b) Increase in Productivity Irrespective of position and pay scale, employees who report high job satisfaction tend to be more productive than those who report low job satisfaction.

c) Increased Profits Keeping your employees safe and satisfied will lead to greater sales revenues, lesser costs, and stronger bottom line performance.

d) Loyalty And when employees are sure that the company is looking after their interests very well, they tend to adopt what it stands for and strive harder in attaining its objectives. And it will be more likely that they will tell their friends about it, which will be again goodwill in the making.

REWARDS AND JOB SATISFACTION

When considering what would make someone satisfied with their job, the first thing that comes to mind is often rewards. They can take different forms-be it monetary rewards (for instance, money) or less tangible one such as the satisfaction one would feel while doing a job that is helpful for others, such as being a nurse. Even prestige as the title might be considered a reward for doing the job (like what a judge or other politicians would obtain).

Rewards are different in the eyes of beholders. Each person would see a different reward, which is why motivating a person through rewards would require applying the correct reward to that individual. For example, about the case of working nurse, rewarding the nurse monetary terms for a job well done may not be the best call (other than paying her salary, of course!) because perhaps a reward like gift from her patients would be much appreciated.

PROBLEMS FACED BY WORKING WOMEN IN INDIA

Occupational stress develops when people maintain an unsatisfactory balance between their work and their family commitments. Various elements drive the imbalance which emerges from work-life divide. Various factors are following.

1. **Mental harassment:** Throughout history people have upheld the belief that women perform work tasks with worse results compared to men. Women face workplace discrimination when their fitness to work is rejected leading to professional stagnation. The constitutional provisions do not stop gender biases which become barriers for women during recruitment. The 61-year-long independence has not lead to the removal of persistent employment discrimination that causes unequal pay scales for equivalent work positions. Women have to endure more stress at work than men do so they become less motivated toward their career.

2. **Sexual harassment:** Every woman who works faces sexual harassment regardless of their social situation and personality traits or their positions in employment. Women suffer sexual harassment during their daily journeys to work as well as within their school campuses, medical facilities and workplaces and while seeking help in police stations. Law protectors violate women's modesty by their unauthorized actions that shock the public. Men hold supervisory roles in the workplace because they occupy positions above their female subordinates thus enabling them to take

advantage of their women employees in such capacities.

3. **Discrimination at Workplace:** Nonetheless, Indian women continue to experience overt discrimination in the workplace. Even while the majority of working women do not encounter these limitations at work, their coworkers do. Because they are paid less than men in 13 their position, more than half of working women are denied equal pay benefits under the Equal Remuneration Act of 1976. For factories and labor-intensive industries, this is typically how working women are treated.

Conclusion

Working women have gained a lot of ground regarding professional advancement and technology in contemporary times. Trade unions need to raise the bar against poor working conditions for women along various fronts. Maternity leave should be simplified and made accessible, whilst organizational support systems must be reinforced for upper promotion opportunities for women. One thing is clear: women possess many qualities that are favorable to excellence in their respective fields, but these very qualities are suffered under poor working conditions, resulting in the women being stripped of promotional opportunities and work optimization, thereby severely reducing productivity and career opportunities. 68 Sexual harassment remains an equally glaring obstacle for women workers and thus demands stringent governmental regulations and enforcement against such violations. The public transportation system, which is continually unsafe for women, ought to have more safety measures and be monitored regularly through increasing inspection protocols. Traditional mindsets over the years held that men are breadwinners while women are house mothers. The economic pressure on Indian families has increased to such an extent that one family member working is not sufficient to sustain a family. The case of women working in Harshini Textiles is the perfect example of the extent to which women's participation has entered into manufacturing processes and quality control systems.

References

1. Amir Abou Elnaga and Amen Imran (2014), "The Impact of Employee Empowerment on Job Satisfaction". International Journal of Business and Management Vol. 3, No. 12; January 2014.
2. Bidyut Bijoya Neog and Dr. Mukulesh Barua (2014), "Factors Influencing Employee's Job Satisfaction: An Empirical Study among Employees of Automobile Service Workshops in Assam". International Journal of Management & Business Studies, IJMBS Vol. 1, Issue 4, pp.78-93.
3. Komal Saeed1 and Yasir Aftab Farooqi (2014), "Examining the Relationship between Work Life Balance, Job Stress and Job Satisfaction Among University Teachers", International Journal Of Multidisciplinary Sciences And Engineering, Vol. 5, Issue-6, pp.9-15.
4. Amrutha Varshini V and Ishwarya J (2014), "Work-Life Balance among Women Employees in Banking Sector- A Study at State Bank of Mysore, Mysore", Tactful Management Research Journal, Volume 2, Issue 10, pp.1-12.
5. Mrs.K.Anitha and Dr. Uma Maheswari (2014), "Work Life Balance among Women Bankers- A Conceptual, Theoretical and Literature Framework", Global Journal For Research Analysis, Volume-3, Issue-12, pp.126-128