

## **A STUDY ON JOB SATISFACTION OF WOMEN AT WORKPLACE IN VL TRADERS, TIRUPPUR DISTRICT**

**Dr.P.Ganapathi<sup>1</sup>, D.Akila<sup>2</sup>, C.Kalaimani<sup>3</sup>**

<sup>1</sup>Associate Professor, Department of Management Studies, Muthayammal Engineering College (Autonomous),  
Rasipuram, Namakkal District, Tamil Nadu

<sup>2</sup>Final Year MBA Student, Department of Management Studies, Muthayammal Engineering College (Autonomous),  
Rasipuram, Namakkal District, Tamil Nadu

<sup>3</sup>Final Year MBA Student, Department of Management Studies, Muthayammal Engineering College (Autonomous),  
Rasipuram, Namakkal District, Tamil Nadu

Email: <sup>1</sup>hrganapathi@gmail.com, <sup>2</sup>akila12051997@gmail.com, <sup>3</sup>kalaimba1998@gmail.com

---

**Abstract**—Job satisfaction is one of the most important factors for every employee. Job satisfaction mainly noticed that the satisfaction of women employees at workplace and their work stress support of family. Various studies have been conducted to find out the factors which determine job satisfaction and the way it influences productivity in the organization. Most of the women employees are satisfied with their job in the organization with support of their family and their will power, motivating themselves this are all some important factors does the women successful in career and satisfied with their job. Job satisfaction is also involved in overall positive effect or feelings that individual's women employees have towards their jobs. Most probably women employees have facing lot of struggles in the organization as well as in their home. It is generally recognized in the organizational behaviour field that job satisfaction is the most important and frequently studied attitude. This research helps to find the women's job satisfaction and job security inside the organization. In this paper undertaken job satisfaction of women at work place to find out the satisfaction of women employees and their stress, job security, handling mental pressure, support of family has been discussed.

**Keywords**—Mental Pressure, Satisfaction, Security, Stress, Work Stress.

---

### **INTRODUCTION**

Job satisfaction is one of the important factors has overcome throughout in the world especially for women. Various studies have been conducted to find out the factors which determine job satisfaction of women employees and the way it influences productivity in the organization. Job satisfaction is the mental feeling it may be favourableness or unfavourableness which an individual has about their job. It is often said that "A happy employee is a productive employee." Job satisfaction is very important because most of the people spend a most of the time for their life at their working place. In this particularly a woman spends their time with their job as well as their family.

Moreover, job satisfaction has its impact on the general life of the employees also because a satisfied women employee is also stable, attitude and happy human being. A highly satisfied women worker has better physical and mental well-being. But in some cases, women employees facing struggles with unsupported of their family it also leads to mental pressure at the same time it seems to pressure at work, so they are facing struggles. So that job satisfaction is important for women because they are managing both the work and family to be successful in their life.

The research of job satisfaction in Textile industry plays a significant role in the economy. The Indian textile industry is one of the largest and most important sectors in the economy in terms of output, foreign exchange earnings and employment in India. Most of the women employees are working in textile industry to work with full of job satisfaction and to know about themselves for their happiest life. India has several advantages in the textile sector, including abundant availability of raw material and labour. It was one of the best advantages to satisfy the working women job. Most of the women employees are well knowledgeable in designing and fashion so it overcomes toward the textile industry benefits as a better growth

## **OBJECTIVES OF THE STUDY**

- To identify the job satisfaction of women and work hour in the organization.
- To identify the success of women in career.

## **SCOPE OF THE STUDY:**

An attempt in this research has been made to study whether there is problem for women employees in the organization or the organization has any problem regarding job satisfaction of women employees. This study will help the organization to know about the job satisfaction of women at workplace and the job security by using various statistical tools.

## **RESEARCH METHODOLOGY:**

Research is the process of systematic or search for any topic, subject or area of investigation, backed by collection, compilation, presentation and interpretation of relevant details or data. Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. This research methodology will help to find out the job satisfaction of women employees at workplace know about by data collection and tools used for research. (This research was undertaken in the organization employees with help of questionnaire).

### **Data collection:**

Data collection is one of the most important key point for research. For the success of any research accurate data is very important and necessary. The information collected through research methodology must be accurate and relevant.

### **Methods of data collection:**

- Primary Data
- Secondary Data

### **Primary Data:**

Data collected by a researcher is known as primary data. It is collected by a person for his own use obtained from findings. The data is collected by the means of questionnaire filled by the employees.

### **Secondary Data:**

Secondary data means data that are already available i.e., they refer to data which has already been collected and analyzed by someone else.

## **RESEARCH DATA: Primary data are used**

## **STATISTICAL USED**

- Correlation
- Simple percentage method

## **REVIEW OF LITERATURE**

**Mr. Rajiv** in his study.” A Study of Job Satisfaction of supervisors Job Satisfaction is an attitudinal variable that can be a diagnostic indicator of how a person is doing in one of the major domains of his or her life. He found that Job satisfaction is more in old age people where younger people shows are some dissatisfaction due to high qualification and salary. According to supervisor’s words. Job Satisfaction will be increased more only through personal Development and training Programs kept by the Organization. Age and Education is the main [problem that shows the dissatisfaction by the supervisors. Organization can do much to help in this area by doing things to enhance Job Satisfaction.

**Hulin (1966)** investigated job satisfaction of female clerical workers employed in 300 catalogue order firms. The results showed that satisfaction and group productivity were not associated, whereas job satisfaction and particularly pay satisfaction, were negatively associated with measures of community prosperity.

**CORRELATION ANALYSIS**

Correlation is a statistical tool which studies the relationship between two variable, and correlation analysis involves various methods and techniques used for studying and measuring the extent of the relationship between tow variables. The correlation express rates between the groups of items but not between the individual items. The relationship between the two variables is not functional. The amount of correlation in a sample is measured by the sample coefficient of correlation, which is, generally, denoted by **r** or by **ρ**

Where,

**CORRELATION**

$$r = \frac{\sum dx dy}{\sqrt{\sum dx^2 * \sum dy^2}}$$

**TABLE: 1**

**DIFFERENCE BETWEEN SATISFACTION OF JOB AND WORKING HOUR IN THE ORGANIZATION.**

Satisfaction of job(x)	22	35	12	10	1
Working hour (y)	10	55	10	4	1

SOL:

$$\begin{aligned} x &= \sum x / n \\ &= 80 / 5 \\ &= 16 \\ Y &= \sum y / n \\ &= 80 / 5 \\ &= 16 \end{aligned}$$

**TABLE: 2**

**CALCULATION**

X	Y	dx=x-x	∑dx <sup>2</sup>	dy=y-y	∑dy <sup>2</sup>	Dx dy
22	10	6	36	-6	36	36
35	55	19	361	39	1521	741
12	10	-4	16	-6	36	24
10	4	-6	36	-12	144	72
1	1	-15	225	-15	225	225
			∑dx <sup>2</sup> =674		∑dy <sup>2</sup> =1962	∑dx dy=1098

**CORRELATION**

$$\begin{aligned} r &= \frac{\sum dx dy}{\sqrt{\sum dx^2 * \sum dy^2}} \\ &= \frac{1098}{\sqrt{674 * 1962}} \\ r &= 0.95 \end{aligned}$$

**INTERPREATION**

The correlation table showing the reaction between satisfactions of job and working hour of employees in the organization in a positive correlation. Hence there is a positive correlation.

**SIMPLE PERCENTAGE ANALYSIS**

**TABLE: 3**  
**WOMEN DO POSSESS SUCCESSFULL IN CAREER**

<i>STRENGTHS</i>	<i>MALE</i>	<i>FEMALE</i>	<i>NO OF RESPONDENTS</i>	<i>PERCENTAGE</i>
Adaptable Attitude	2	3	5	6
Situation Handling	10	5	15	19
Support of Family	15	35	50	62
Self-Motivation	3	7	10	13
Total	30	50	80	100

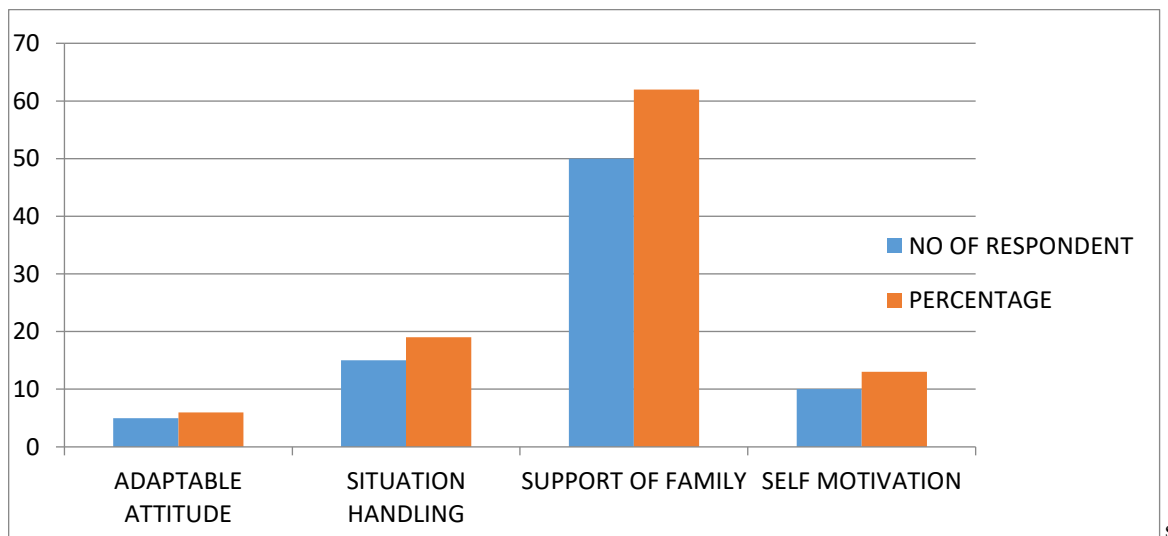
Source: Primary data

**INTERPRETATION**

The above table shows that 6 percent of the respondents are adaptable attitude, 19 percent of the respondents are situation handling, 62 percent of the respondents are support of family, 913percent of the respondents are self-motivators possess successful in career.

**CHART: 1**  
**WOMEN POSSESS SUCCESSFUL IN CAREER**

x axis = respondent  
y axis = percentage



**CONCLUSION:**

The research has a humble attempt in identifying the causes of employee job satisfaction especially a woman at workplace and their job security.

*A Study on Job Satisfaction of Women at Workplace in VL Traders, Tiruppur District*

From the study it was identified most of the women employees are satisfied with the job and the women employees getting good job security in the organization. Majority of the women employees are satisfied with the work culture and getting more comfortable with their job. Most of the women employees are accepting the full job security provided by the organization. They are also satisfied with the employer – employee relationship. We hopefully believe the organization can further bring out their labour with fulfilled satisfaction and obtain a good result. The women employees are more satisfied with their job with support of their family members.

**BIBLIOGRAPHY**

**BOOKS:**

- [1] Dr.Guptha C. Human Resource Management, Sultan Chand and Sons , New Delhi ,2004.
- [2] Rakesh Chopre, Human Resource Management U.K Publishing, 2 edition New Delhi ,2004
- [3] Kothari,C.R. Research Methodology, New Age International Private Ltd, New Delhi.

\*\*\*\*\*