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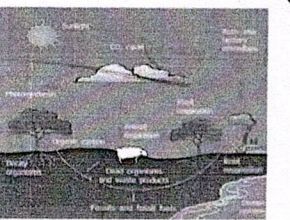
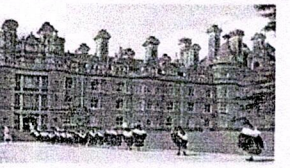
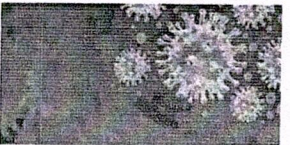
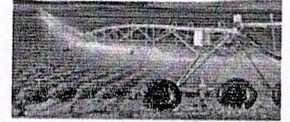
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Job Satisfaction of Women In Education Sector

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Abstract

Job satisfaction of employees is determined by the various factor in the organisation. It is employees sense of achievement, very often job satisfaction of employees depends upon the nature of the job & the institution where they are working. Therefore the present research paper aims to examine the various factors which affects the level of job satisfaction of women employees in education sector. the primary data collected from women working in education sector in latur, the factors such as income, family support, workload, number of working hours, attitude of their supervisors with themselves are found to have an influence on job satisfaction of women working in education sector
keywords: job satisfaction, women in education sector, factors affecting job satisfaction

Introduction

Today the world is full of competition, as a result it creates a lot of pressure on every organisation to perform their best level for this purpose the major significant factor is employees. Management as well as organisation cautiously needs the information regarding employee's satisfaction on job, which refers to sound decision in solving the problem & quarries of employees. At same workplace, at same nature of job, under the same working conditions, one employee may feel better with their job such thing may not apply to another employee. For this reason number of factors may be considered for measuring job satisfaction of different employees these are as:

1. Attitude of the supervisors with their employees.
2. Challenging nature of the work & it's working conditions
3. Timely appreciation by the supervisors as well as the organisation about the achievement of the employees.
4. The pay structure as compared to the competitors, through which the employees can maintain good quality of their lives.

Meaning of job satisfaction

Job satisfaction is the feeling of an employee about his/her work and how he/ she feel well in the organization. It indicates the degree of employee's positive or negative feelings about their jobs.

Definition of Job Satisfaction

- 1) According to E. A. Locke, describe job satisfaction as, "the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values"
- 2) According to P. E. Spector, "Job satisfaction is the extent to which people like or dislike their jobs".

Objectives of the Study

1. To study the present job satisfaction level of working women in education sector.
2. To identify factors influencing the job satisfaction among the working women in education sectors.
3. To know the impact of employment of women in socio economic status.

Hypotheses of the Study

1. The working environment in education sector is positive & healthy, thus satisfied with their job
2. There is a positive effect of job satisfaction in education sector amongst the working women.

Limitations of the Study

1. This study has been conducted among the women working in education sector with reference to Latur city only.
2. One cannot completely reply on their given opinion, this is because they are working temporary & likely to be change with time.
3. The major limitations of this research are the psychological temperament of the women employees, which may act as the biggest barrier.

Why the Job Satisfaction Is so Important

Job satisfaction is important in each & every field of life. Every firm have the significant effect on their employees who work hard for their firm, some of those effects indicates how the employees feel regarding their work. This may show that job satisfaction has an important key factor not only for employees but for the employer's also. Hence job satisfaction is very beneficial for the company in several ways as;

1. Satisfied employees may translate into the satisfied customers:
2. It increases the chances of referrals:

3. Satisfaction of employees is directly connected to organisations productivity;
4. Innovation;
5. The Satisfied Employees are in position to Handle Pressure;

Factors Affecting Job Satisfaction Level

Job satisfaction is the big factor in the employee engagement. The term job satisfaction may depends upon the various factors like as; the pay structure, the promotional opportunities, security of job, working hours, working environment, the relation between the employees and supervisors, etc. the expectation as well as the feeling of one employees may differs from one another that what they want to achieve from their job. Job satisfaction may play a significant role in cost reduction by reducing conflicts among the employees, the certain task errors as well as the turnover.

Working Environment:

It is important to provide the effective working environment to the employees for their overall development. If the working environment was attractive, clean, proper surrounding, effective ventilations then it will be so easy for employees to effectively perform their job.

Pay structure:

Wages & salary are the rewards which are given to the employee's for their work done. If the employees may get the proper recognition regarding their work the employees may feel satisfied. Money not only helps the employees to satisfy their basic needs but also helps to raise their standard of living. A satisfied employee does not see how they get by doing the job because they feel that the organisation may provide better pay structure.

Safety & Security:

In the recent days the organisations are taking the various measures in respect of safety & security of the employees. For this purpose different facilities may be provided as; the medical check-ups, insurance policies at the lower rates, health care facilities, etc. with this the employees may feel safety of their lives as well as security regarding future, hence they may feel satisfied with their job.

Age:

The factor which may effect on the level of job satisfaction is age. From the various research shows that the level of job satisfaction was increases with raise in age. It means the old employees have the higher level of job satisfaction as compared to the young employees. This is because the person can learn from the experience.

Women In The Field Of Education

Mahatma Jyotiba Phule, Baba Saheb Ambedkar was the leaders of lower castes in India who was undertaken the various initiatives for making education effectively available to women's of India. However the women's education got improvement after independence in the year 1947, then after the government was undertaken the number of measures to make available the education to all the women of India. After the Independence, the educational rights of the women was promoted and women as well as the society were made aware about the value of education.

The women's literacy rate was increased over the last three decades and it positively reflects on the growth of the female literacy higher than as compared to male literacy rate. In the 1971 only 22% of the Indian women was literate, whereas at the end of the year 2001 it must be raised to 54.16% female are literate. The increase in the female literacy rate is 14.87% in comparison to 11.72 % to that of the male literacy rate.

Review Of Literature

What Contribute to Job Satisfaction among Faculty and Staff: By Linda Serra Hagedorn, this book contents 118 pages divided into 9 chapters, in this book contents the various information of the members of the campus community which may suggest the various factors which may help to promote the job satisfaction which indirectly improve the other positive outcomes. Further few members argue that the pleasant atmosphere improves the satisfaction level. Other facilities as faculty staff and students meet, sponsoring special events, as well as providing day care also helps to improve satisfaction level of job.

Women in Administration in India by George Jayasheela, Administration is nothing but the performance of the various functions of the particular state and it may be differs from the legislature and judiciary. This present study explains the Administration refers to the Managerial view of the administration & this study here is on the women administration of All India Services; i.e. IAS, IPS & IFS. These are the services which are in existence from the British Period, since these are the olden days where women's does not have freedom so the entry of women's in this sectors are very late, women's got entry in this sector after the few decades of independent. In 1951 only one women got this service, in 1961 also only one women entered in this service & in the year 2000 only 9 women's got into the Administrative service.

Research Methodology

Research Design

For the present study, both the descriptive and analytical study are used. It has made an attempt to make the study about the job satisfaction of women in education sector with reference to Latur city

Source Of Data

The above study is based on the primary data which is collected from the women working in education sector of Latur District. Whereas the Secondary data must be collected from the different literatures like journals, newspapers, published articles, university magazines, books, magazines and the related websites.

Findings

- 1) Age is the significant factor which influence the overall satisfaction, monetary and fringe benefit, motivation as well as the promotion level, work life balance, social status and security regarding the job.
- 2) Educational qualification is also the most significant factor affecting the overall job satisfaction, highly educated women was more satisfied with their jobs as compared to other educated women.
- 3) Recognition is the key significant factor affecting the level of social status and the security. Recognized women has been felt more social status and the security.

Suggestions

Based on the present research study some of the following suggestions has been made:

- 1) Institutional/ organizational administration has been expected to define clearly the employment policy, terms and conditions to the employing faculty while they will want to join the institution
- 2) The institution may also tries to create the effective staff association or committee who find out issues which are related to the dissatisfaction and the grievances of employees.
- 3) Stress is the major problem which was faced at every type of work place. Hence the management as well as the government should takes some initiatives to minimize the burden of stress by the way of conducting some stress relieving programs like as seminars, organizing health care program, Dhyana, Pranayama, Yoga, games and so on.

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