

# Job Satisfaction Among Male and Female Employees of B. Borooah College, Guwahati: A Comparative Analysis

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**Abstract -** The job satisfaction among the employees has not been extensively explored especially in the educational institution. This research paper will investigate job satisfaction among male and female employees of B. Borooah College, Guwahati. The study will help to bring out the level of satisfaction and also their causes of dissatisfaction.

**Keywords –** Job Satisfaction, employee, education.

## I. INTRODUCTION

The term “Job Satisfaction” refers to an employee’s general attitude towards his job. Locke defined job satisfaction as a “Pleasurable or positive emotional state resulting from his appraisal of one’s job or job experiences”. It is a sense of satisfaction or contentment one derives from his/her job. To the extent that a person’s job fulfils his dominant need and is consistent with his expectation and values, the job will be satisfying.

“Job Satisfaction” is an elaborate composite concept including individual’s mental disposition, interpersonal relations that exists in the industry. It may be defined as “The Satisfaction where is one derives from doing his which is the composite product of favourable attitude, high level morale and the positive job related and even social factors”. Job satisfaction is an important factor in industrial environment. The satisfied workers produce more; the industrial climate is relatively smooth and conducive. The satisfied workers are creative and innovative. A satisfied employee can excel in his/her profession resulting to more productivity. Therefore, study of level of job satisfaction is necessary to ensure development of organizations or institutions.

## II. REVIEW OF LITERATURE

Geeta Kumari and K.M. Pandey (2011) conducted a study on job satisfaction in public and private sector and also compared the both. The sample consists of over 500 employees. The result shows that there is a significant relation between job satisfaction and job performance.

According to Woods et.al (2004) job satisfaction can be achieved when the feeling of belongingness to the organization, or feel one with the organization, performs or able to performs or able to work according to their ability and shows commitment to the job. Woods and his colleagues also put importance on rewards which is positively related to performance and job satisfaction.

Sinha and Sekharan (1965) asserted in their study of Factory worker that a satisfied worker is usually more skilled, very regular in attendance and is genially adjusted by supervisor as compared to less satisfied worker.

Iris and Barrett (1972) found a positive relationship between importance of work and life satisfaction on the basic of variable such a promotion, co worker, supervision, pay etc. they found it apparent that degree of job satisfaction could moderate the relationship between importance of job aspects and life satisfaction.

Shepard (1973) studied three occupational groups to examine the relationship between job satisfaction and autonomy discrepancy. The author concluded that non challenging work is associated with job satisfaction, even though there was some evidence that highly specialized work lowers individual expectation for autonomy.

### Objective of the study:-

- ❖ To study the difference between male and female employees on their job satisfaction level.
- ❖ To understand the causes of job satisfaction among both the male and female employees.

To know the importance of job satisfaction among the employees

### Hypothesis :-

There will be no significant relationship in job satisfaction level among male and female employees.

## III. METHODOLOGY

The research is a quantitative one and is conducted by using self administrative type of questionnaire and the sample of the study is taken as 30 participants out of which 15 are male employees and 15 are female employees. And the simple random sampling technique is used in acquiring the sample.

**Sample of the study:**

- In this survey sample size was taken as 30
- The samples are divided into 2 categories as male (15) and female (15).

**Tools used in the study:**

- To obtain data, “Job satisfaction Questionnaire” (JSQ-04) by Hardeo Ojha, Bhagalpur (2011) was used for the purpose of study. The inventory consists of 32 items with yes/no pattern

**Variables:**

- As it is a comparative research there are two variables .One is female employees and the other is male employee

**Statistical analysis:**

SL NO	VARIABLES	n	MEAN	SD	r	t
1	Male	15	24.8	4.97	-0.05	-0.32
2	Female	15	25.4	5.03		

**IV. DATA ANALYSIS AND INTERPRETATION**

- In this statistical analysis the variable is male and female employee.
- And the sample size is 15 male and 15 female employees of B. Borooah College.
- The mean is 24.8(male) and 25.4 (female). And standard deviation is 4.97(male) and 5.03 (female).
- And the r is -0.05
- And t is -0.32

**Interpretation:**

The critical value at 0.05 level is 2.14 & the calculated t value is -0.32 which is less than the critical value and it is not significant & the null hypothesis cannot be rejected. It means there is no significant difference between job satisfaction level of male and female employees of B. Borooah College , Guwahati.

**V. CONCLUSION**

Job satisfaction is one of the most extensively research concept in work and organizational psychology

- The primary objective of the research is to know the satisfaction level of the college employees.
- The satisfaction level of girls is not much higher than the boys.

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