

A Comparative Study Of Job Satisfaction Of Employees Of Municipal Corporations In Eastern And Western Maharashtra

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Abstract

The concept of Job satisfaction traditionally has been of great interest to social scientists concerned with the problems of work in an industrial society. A number of consequences have been shown to result from Job satisfaction/dissatisfaction, both with respect to the workers' psychological well-being and with respect to the effective functioning of organizations. Despite the large number of studies that have dealt with these issues, there has been little commutation of knowledge. Much of this difficulty stems from problems in comparing studies and estimating trends due to difference in measurement of Job satisfaction, sampled populations and time periods. Of these, differences in measurement techniques are especially problematic since a multitude of indicators have been developed and it is questionable whether they all measure the same thing. An illustration of this is the various controversial research results regarding to the relationship between Job satisfaction and several demographic variables, such as age and gender. So research is necessary to examine the different ways of measuring Job satisfaction. Such knowledge would help researchers in assessing the dependence of their inferences regarding the causes and consequences of Job satisfaction on the indicators they have used to measure the concept, and would thus facilitate the comparison of research findings.

Keyword: Psychological, Organizations, Knowledge, Techniques

Introduction

Job satisfaction has become more important in the era of rising competition as a result of globalization. This may be due to the findings of various studies that Job satisfaction is a significant determinant of organizational commitment. Highly satisfied employees will exert extra-ordinary effort and contribute positively to the effectiveness and efficiency of their organizations. Job satisfaction will guide to better performance and the employees will be more committed towards their organization. Hence, the theoretical concept of framework is presented to have the conceptual clearness about Job satisfaction.

Attitude represents an unrelenting tendency to feel and behave in a particular way towards various objects. Attitudes are not learned. They are acquired from various sources, the more important of them being direct experience with the object, associating one object with another about which an attitude had already been formed from Family and peer groups, from the

neighborhood, economic status and occupations and mass communications. Job satisfaction refers to a person's feelings towards his Job.

Review of literature

In the year 1992, Syeed performed a research to determine the relationship between employee Job Satisfaction and Organizational effectiveness. The sample for this study comprised of 44 supervisors of a public sector undertaking which was randomly drawn from a single unit of the Company. The primary objective of the study was to relate satisfaction with Organizational effectiveness along with personal attributes such as age, education, pay, length of service etc. This study revealed that Job satisfaction features had more explanatory power than the personal attributes of respondents. It was clearly visible from the study that the Organization through its human resource development policies and practices created far better environment for employees, resulting in greater satisfaction which in turn increased Organizational effectiveness.

Santhapparaj, et.al., in the year 2005, evaluated the Job satisfaction of the women managers working in automobile industry in Malaysia based on primary survey of 200 woman managers. The result demonstrated that female managers were generally satisfied with their Job. Highest level of satisfaction happens in the areas of supervision, Job in general, and present Job and present pay. However, relatively large numbers of women managers were unhappy with their co-workers, pay and present Job. The correlation analysis demonstrated that there was a significant negative correlation between age, education and various Job factors that determine the Job satisfaction.

Research Methodology

Research Methodology is a way to systematically solve the research problem.

Objectives of Study

- To assess the relationship between the Gender and Job Satisfaction of the employees of Municipal Corporations of Eastern Maharashtra and Western Maharashtra.
- To assess the relationship between the Category and Job Satisfaction of the employees of Municipal Corporations of Eastern Maharashtra and Western Maharashtra.

Hypothesis

H0: There is no significant difference in the Job Satisfaction of Male and Female employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra.

H1: There is significant difference in the Job Satisfaction of Male and Female employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra.

Data analysis

The above hypothetical statement can be subdivided into the following statistical hypothesis as-

Part I:

H10M: $\mu_{EM} = \mu_{WM}$ i.e. There is no significant difference in the Job Satisfaction of Male employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra.

vs

H11M: $\mu_{EM} \neq \mu_{WM}$ i.e. There is significant difference in the Job Satisfaction of Male employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra.

Part II:

H10F: $\mu_{EF} = \mu_{WF}$ i.e. There is no significant difference in the Job Satisfaction of Female employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra.

vs

H11F: $\mu_{EF} \neq \mu_{WF}$ i.e. There is significant difference in the Job Satisfaction of Female employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra.

SPSS Format for the given hypothesis under Part I.

T-Test**Group Statistics**

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Working Env.	E_male	83	12.96	2.990	.328
	W_male	69	14.10	3.820	.460
Sup_Sr_Rp_Autho	E_male	83	14.81	4.366	.479
	W_male	69	16.52	4.928	.593
Co_Worker	E_male	83	17.90	2.744	.301
	W_male	69	19.28	4.949	.596
Promotions	E_male	83	10.43	4.345	.477
	W_male	69	12.23	5.174	.623
Pay	E_male	83	9.92	3.677	.404
	W_male	69	11.55	4.791	.577
Tot_Job_Satisfaction	E_male	83	66.02	11.004	1.208
	W_male	69	73.68	13.283	1.599

Interpretation: According to the 5th column of Sig (2 tailed) Since the all P-value < 0.05 we reject the Null hypothesis H10M and accept the alternative hypothesis H11M at 5% level of significance and conclude that there is significant difference in the Job Satisfaction of Male employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra. (1.1)

SPSS Format for the given hypothesis under Part II

T-Test

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Working Env.	E_female	37	8.95	3.153	.518
	W_female	51	10.67	4.439	.622
Sup_Sr_Rp_Autho	E_female	37	13.30	4.446	.731
	W_female	51	15.33	4.222	.591
Co_Worker	E_female	37	17.16	4.469	.735
	W_female	51	19.71	5.735	.803
Promotions	E_female	37	9.46	4.100	.674
	W_female	51	11.25	4.103	.575
Pay	E_female	37	10.95	3.197	.526
	W_female	51	12.49	3.791	.531
Tot_Job_Satisfaction	E_female	37	59.81	8.663	1.424
	W_female	51	69.45	15.239	2.134

Interpretation: According to the 5th column of Sig (2 tailed) Since the all P-value < 0.05 we reject the Null hypothesis H10F and accept the alternative hypothesis H11F at 5% level of significance and conclude that there is significant difference in the Job Satisfaction of Female employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra. (1.2)

Conclusion:From Statement (1.1) and (1.2) we can accept H11 and conclude that there is significant difference in the Job Satisfaction of Male and Female employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra.

Observation: According to employees of both the regions, Gender does matter in the Job satisfaction.

Recommendations

- It was observed during this study that, there is a lot of political pressure on Corporations employees which leads to Job dissatisfaction among them. It is suggested that the

political pressure/disturbance may be minimized in order to improve the performance of employees.

- There is biased environment for the women employees in the Corporations. Such things affect the work environment & Job satisfaction. Equal treatment should be given to both the genders of employees.

Conclusion

Following are the key conclusions of the thesis, based on data analysis & observations.

- There is significant difference in the Job Satisfaction of Male employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra.
- There is significant difference in the Job Satisfaction of Female employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra.
- The above two conclusions state that there is significant difference in the Job Satisfaction of Male and Female employees of various Municipal Corporations of Eastern Maharashtra and Western Maharashtra. It also shows that according to employees of both the regions Gender difference exists & matters in the Job satisfaction.

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