

Job Satisfaction among Employees in Relation to Marital and Family Status in Industry

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ABSTRACT:

The main purpose of this study was to find out job satisfaction among married and unmarried and joint & nuclear family employees in industry. A sample of 120 employee's, which were 72 from married and 48 from unmarried and 76 joint family and 44 nuclear family randomly selected. The obtained data were analyzed using mean, SD, 't' test. The organizational job satisfaction questionnaire developed by Hardeo Ojha (Bhagalpur) was used. The result shows that there is no significant difference found between married and unmarried employees of job satisfaction. There is significant difference found between joint and nuclear family employees of job satisfaction at 0.05 levels.

Keywords: *Job satisfaction, married, unmarried, employee, Joint family, Nuclear family, industry*

INTRODUCTION

Job satisfaction is an individual attributes and it is outcome of the fulfilment of the individual needs which vary greatly from one person to another. It is necessary condition for a healthy growth of teacher's personality Job satisfaction is the way an employee feels about his or her job. It is a generalized attitude toward the job based on evaluation of different aspects of the job. A pair of researches in (1972) examined several definitions of job satisfaction. Locke (1969) defined job satisfaction as "pleasurable emotional state resulting from the appraisal of one's job achieving or facilitating the achievement of one's job values. In contrast to this definition he defined job dissatisfaction as the un-pleasure emotional state resulting from the appraisal of one's job as frustrating or blocking the attainment of one's job values on entailing disvalues." Both satisfaction and dissatisfaction were seen as "a function of the perceived relationship between what one wants from one's job and what one perceives it an offering or entailing." Job satisfaction is a widely studied aspect of Industrial Psychology. It has been defined in different ways. But industrial psychologists agree in general that job-satisfaction is a pleasant and positive attitude possessed by an employee toward his job. Several factorial studies have been made to explore the important aspects of job-satisfaction.

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From the review of these and several other studies eight important aspects of job-satisfaction appear to emerge. They may be listed as (a) work itself, (b) supervision, (c) organization and its management, (d) opportunities for advancement, (e) salary and other financial benefits, (f) co-workers, (g) working condition, and (h) job- security. The present study has been carried out to know whether it creates difference of job satisfaction of marital and family status in different industrial employees.

OBJECTIVE OF THE STUDY:

The purpose of present study is the different related to job satisfaction among industrial employees in relation to marital and family status.

HYPOTHESIS:

1. There is no significant difference between married & unmarried employees.
2. There is no significant difference between joint & nuclear family employees.

METHOD:

Sample

As a sample for the present study in Ahmadabad district industrial area (Shrine Industries, Life Sciences Pvt. Ltd., Shrine Health Care etc.). 120 employees were selected. 72 were taken from married and 48 were taken from unmarried employees and 76 joint family employees & 44 nuclear family employees.

Tool

To obtained data, "Job Satisfaction Questionnaire" (JSQ-OH) by Hardeo Ojha, Bhagalpur (2011) was used for the purpose of study. The inventory consists of 32 items with yes/no response pattern. This test reliability is 0.77 and validity is 0.52.

Procedure:

The collection of data was spread over a period of 20 days. The researchers personally visited the selected schools. The researchers took the permission of the head of the industry for administering the scales and fixed dates. On the schedule date the researchers meet the employees and made clear to them the purpose of administration. The researchers sought their cooperation. The instructions were explained by the researcher and the doubts were clarified. They were assured that their response will be used for research purpose only and will be kept confidential. They were suggested to give free frank and honest responses without any hesitation. The scales were administered to the employees. The scales were collected only after they were responded by the subject. After the completion of the administration the investigator thanks to the employees and heads of the industry for their kind cooperation. The raw scores were statistically analyzed in terms of means; standard deviation and t-test were used to compare job satisfaction of the employees in relation to their marital and family status.

RESULTS & DISCUSSION:

The main objective of present study was to do study of Job Satisfaction among married and unmarried employees and joint & nuclear family employees. In it statistical ‘t’ method was used. Results and discussions of present study are as under:

Table-1 Job satisfaction of married and unmarried employees

Group	N	Mean	S.D	SE	SED	‘t’ Value	sign.
Married	72	18.99	2.21	0.26	0.38	0.20	NS
Unmarried	48	19.06	1.67	0.24			

Non significant at 0.05 levels. (0.05=1.98)

Table 1 depicts that the value of mean and SD of job satisfaction of married employees were 18.99 and 2.21 and unmarried employees were 19.06 and 1.67. The ‘t’ value came out to be 0.20 which is not significant. Thus the null hypothesis, 1 which states “There is no significant difference in the job satisfaction of married and unmarried employees” was accepted. It means that the job satisfaction of married and unmarried employees is of the same level.

Table-2 Job satisfaction of Joint and nuclear family employees

Group	N	Mean	S.D	SE	SED	‘t’ Value	sign.
Joint	76	18.58	2.07	0.24	0.38	2.23	0.05
Nuclear	44	19.43	1.91	0.29			

Non significant at 0.05 levels. (0.05=1.98)

Table-2 depicts that the value of mean and SD of job satisfaction of joint family employees were 18.58 and 2.07 respectively and those of nuclear family employees were 19.43 and 1.91 respectively. The ‘t’ value came out to be 2.23 which is not significant. Thus the null hypothesis, 2 which states “There is no significant difference in the job satisfaction of joint and nuclear family employees” was rejected. It means there is significant difference between joint and nuclear family employees of job satisfaction. The conclusion is that the job satisfaction of nuclear family employees is better of job setting, home environment, family position, responsibility awareness and social involvement than joint family employees.

CONCLUSION:

1. There is no significant difference between married and unmarried employees.
2. There is significant difference between joint and nuclear employees. It means the job satisfaction of nuclear family employees is better than joint family employees.

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