



A Study Exploring Gender Differences In Job Satisfaction And Psychological Well-Being Between Men And Women Employed In Private Sector In Jabalpur.

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Abstract

In recent times we see every other individual working hard to make a living. Some are entrepreneurs, others working in the public sector and some in the private sector. But what matters is not just the earning and living one is making through these jobs but also the satisfaction they receive from the jobs. Job satisfaction plays a very important role for a better life and well-being of an individual. This paper aims to find out the difference in job satisfaction and psychological wellbeing between male and female in the private sector of Jabalpur city. Two standardized questionnaires, i.e, Job Satisfaction Scale by Paul Spector and Psychological well-being Scale (short version) by Carol Ryff were taken to carry out the research. The sample included 170 Male and Female on the basis of random selection, their income range was from 15,000 to 35,000/- per month. Result reveals that although there's a difference between job satisfaction of both male and females, it affects the psychological well being of both genders equally which can be due to several underlying factors which is a matter of probe for further investigations.

Keywords: *Job satisfaction, Psychological well-being*

Introduction

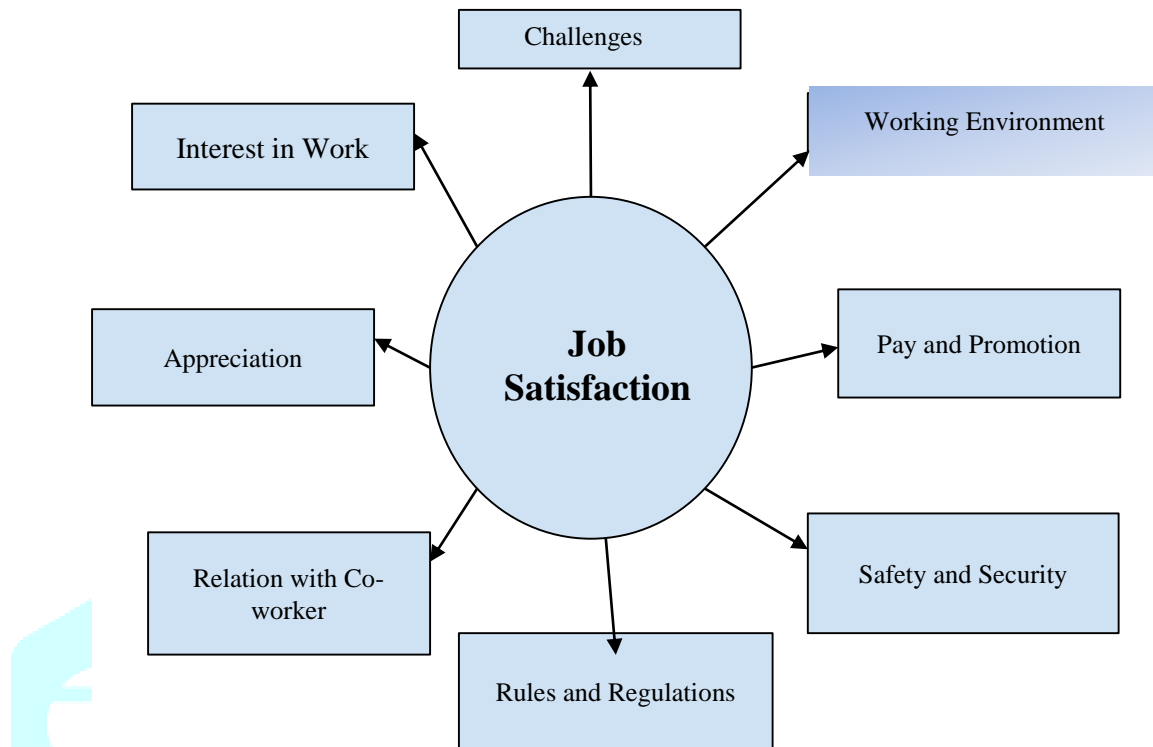
Job Satisfaction:

Job Satisfaction is an important factor that organizations cannot afford to ignore in the current world. Currently, the population of a particular country dreams of the education that will enable them to get a job and make a living. In both the state and non-state organizations, there is joy which an individual derives from his or her work. Edwin Locke (1976) in his definition of job satisfaction describes it as a measure of the level of enjoyment that people have in their occupations. As defined earlier, job satisfaction involves both the cognitive and affective responses towards job content, although it is usually understood in purely affective terms. At work, enjoyment results from features of the job, our character and organisational culture we are immersed within (Saari & Judge, 2004). Hoppock (1935) avails job satisfaction as a complex of the psychological, the physiological and the environmental that make a person feel contented on the job. Overall, Job Satisfaction refers to: Overall, Job Satisfaction refers to:

- The level of fulfillment a person has about the Job they are performing.
- Their health and safety at work Health, and also their mental health while working.
- Degree to which they get Job satisfaction or, the extent of their enjoyment in working for their Job.

- The confidence that one has for getting the basic needs from the Job.

It is, however, worth stressing that numerous things determine the degree of job satisfaction. Some of them include: pay and promotion, recognition one gets for doing a good job, safety, security and the feeling of being part of the organization, working conditions of the employee, organizational policies and procedures etc and the relationship between an employee, employer and the rest of the employees in the organization.



Psychological well-being:

Mental health or psychological health defines an individual and or how that individual functions day to day. Happiness is a part of positive social relationships, autonomy, sense of conquest over environment, personal satisfaction, feeling of having a reason to live and growth. PWB is similar to positivity as in happiness and subjective well being or life satisfaction.

Consequently, the following are considered as important aspects of psychological well-being:

Hedonic Well-Being: This involves self-reported happiness and comprises the following; High positive affect and low negative affect are the two parts of affective component. Contentedness with existence is a cognitive factor. If so, the positive component is referred to as happiness and is accompanied by the negative component, a low level of rumination (Carruthers & Hood, 2004).

Eudaimonic Well-Being: This relates with the intentional aspect of PWB. Psychologist Carol Ryff identifies six key types: Psychologist Carol Ryff identifies six key types:

Self-Acceptance: Taking a positive outlook about ourselves.

Purpose in Life: Having goals and the actual feeling that life has a purpose.

Autonomy: The ability to do something on one's own volition and free from the influence of the society.

Positive Social Relationships: Intimacy that involves affection, empathy, and trust that is evident in the relationship between two people.

Environmental Mastery: Control as a psychological resource: the experience of competence and the ability to influence situations.

Personal Growth: Education, gaining knowledge, and facing new tasks which help to develop personality.

Positive Contributing Factors

Sources of positive psychological well-being can be identified from several perspectives. As admitted, factors such as being married and in work that one enjoys or having satisfying relationships can greatly improve one's psychological health. Positive marital cognitions such as for-giving, optimistic expectations, positive thoughts and kindness enhance well-being. Also positive illusions regarding one's ability, known as the optimiser effect and the illusion of invulnerability or denial of vulnerability, are helpful. These illusions assist people to come to terms with and to retain positive feelings about themselves when confronted with negative info (Taylor & Brown, 1988). Stress is another area where optimism is useful as it can help to alleviate it.

Negative Contributing Factors

On the family side there is degradation at the workplace, unfulfilling obligations as well as unproductive relationships can significantly harm psychological well-being. Notably, the study mainstream literature illustrates that social stress or "negative activities" have a larger influence on well-being than positive actualizations. It is postulated that adverse childhood events negatively affect all aspects of psychological functioning throughout life and can derail psychological health and impede psychological toughness. Other factors that work negatively to decrease perceived psychological well-being include perceived stigma such as what people with obesity; physical ailment, or disability experience.

Highlighting these areas is significant for people and practitioners to predict and enhance the level of psychological health.

Job Satisfaction and Psychological Well-Being

Research work to establish the link between psychological health and job satisfaction has been done severally. Satisfaction with one's job determines one's health since it reflects the level of happiness in a certain period. On the other hand, low job satisfaction implies low productivity and negative organizational consequences which will affect the economy of society.

Nadinloyi et al. mentioned in their study regarding social presence, depression and mental health with the satisfaction level in the workplace. Workers whom Lee et al. identified with extreme psychological distress reported lower job satisfaction. Piko focused on psychosomatic complaints namely, headache, lower back pain, sleep disorders, fatigue and gastrointestinal problems and job satisfaction. Piko proved rather conclusively that these matters linked directly to how happy or not a person was at their job. Faragher et al.'s meta-analysis shows moderate relationship with physical health complaints and large relationship with higher rates of mental health problems and perceptions of job satisfaction.

However, some gaps in the literature are still observed as follows. The first is the absence of regard with the multifaceted nature of job satisfaction. Another is lack of study on such factors as workplace psychological and physical health. Psychological and physical aspects of healthy practices are both contained in the Danna & Griffin model for the health and working well-being, which gives a better perspective of well-being working healthily.

Significance of the study:

The need for therapy and counselling is gradually increasing in today's world. We often hear people complaining about their deteriorating health due to extreme working conditions. The work- life balance of the majority of people is disturbed due to many different circumstances. Women find it difficult to manage home, their children, the job and personal routine on a daily basis. Men feel pressured to maintain the same. But is there a difference between them, or is it affected by gender or not remains a question of interest which is the rationale of this research.

Review of Literature

In a study conducted in 2020 by Reno Chandra Liona and Muhammad Salis Yurniardi titled "Exploring the Impact of Employee Engagement and Job Satisfaction on Mental Well being " the researchers delved into how work engagement and job satisfaction relate to an individuals well being at work. The study emphasizes

the significance of work engagement characterized by enthusiasm and commitment along with job satisfaction that encompasses aspects such as salary levels and workplace environment quality. Using a correlational approach enables the researchers to gauge the interconnectedness, among these variables effectively. The results indicate that companies can boost employees' health by nurturing both aspects concurrently to enhance performance levels and innovation while decreasing exhaustion.

The paper by Jaspreet Kaur, 2017 discusses the problem of work-life balance for employees in the modern world of escalating work intensity. It also focuses on work-life balance as the HRM concept, noting that organizations are likely to search for new prospects to enhance the quality of their employees' lives. The work employs a quantitative research strategy and samples 400 bank employees in Chandigarh and the vicinity. Hypothesis testing show gender at work has a negative effect on mean work-life balance, stress, and mental health, and has a positive effect on male job satisfaction and female life satisfaction. The research findings help to advance the discussions about balancing the workload and the state of workers, as well as the activities of companies.

Sonam Chawla and Radha R. Sharma, 2019 in the paper "Enhancing Women's Well-Being: The Conceptual Framework: The Mediating Effects of Commitment in the Relationship Between Psychological Capital and Perceived Gender Equity, With Social Support Moderating the Relationship looks at the effects of psychological capital and perceived gender equity on the well-being of employees in organizations. There is increased understanding of the relevance of PGE at the workplace especially for women and the part played by commitment as a moderator. Moderating role of social support is also investigated since it can even amplify the positive influence of both PsyCap and PGE on well-being. The present research endeavours to fill a theoretical vacuum concerning the improvement of the quality of life of working women, with regard to women managers of India. The conclusions derive practical usefulness from the study and call for more research into the significance of the present paper.



Deepika Gupta and Priyanka Shukla, 2019 The nature and extent of Psychological capital and its impact on Subjective well being: a study on Private sector female employees of India This paper research puzzle focus on the effect of psychological capital on the subjective well-being of female employees in the private sector. Positive psychological resources such as hope, optimism, self-efficacy, and resilience are very important in regulating both emotions and behaviours while at workplace and more so in organisations that are characterised by tremendous stress and pressure. This research agenda aims to fill the gap of knowledge about previous research and theorization of these constructs with focus on female employees and their stressors in work and personal domains. psychological data were obtained with the help of the Psychological Capital Questionnaire and the Satisfaction with Life Scale. The evidence implies that increasing psychological capital may increase SWB of female employees and further investigation to promote psychological strengths at the workplace is needed.

A study by G. Suresh Krishna in 2017 on Examining the relationship between gender and job satisfaction among academic faculty at private colleges, titled "Gender difference and job satisfaction: A study among Faculties of Private colleges in India" and it strongly pin points that how important is the job satisfaction of the faculties since it is directly related to their performance as well as the quality of institutions. The work experience has found that besides pay gaps there are gender disparities in job satisfaction resulting from unfair treatment in the work place in terms of gender identity and caste. It also identifies those stressors that potentially influence job satisfaction such as personal life changes and lack of social contacts. Consequently, this research profile recommends that for a more positive approach to workplace environment to be noticed and achieved, gender discrimination should be promptly addressed.

In the year 2020, Paul Redmond and Seamus McGuinness delved on The gender job satisfaction gap—a recurring phenomenon where women are found to be happier at the workplace than men is analysed in the study. Even though female officers or nurses have lower status positions, they may derive higher levels of well-being due to the lower career aspirations because of discrimination and gender pay gap as pointed by Clark (1997). Among employed women, those in limited labour market opportunities are likely to express higher job satisfaction as estimated by Kaiser (2007). Sloane and Williams (2000) proposed that women select jobs by different criteria, and that the factors influencing satisfaction are therefore gendered. The

research applies a robust method to analyse job satisfaction, with the data from the European Skills and Jobs Survey conducted in 2014 and various regression models.

Objective:

To find out the difference in Job Satisfaction between male and female in the private sector in Jabalpur city.

To find out the difference in Psychological well-being between male and female in the private sector in Jabalpur city.

Hypotheses:

1. There is no significant difference in job satisfaction between male and female at private sector in Jabalpur city.
2. There is no significant difference in psychological wellbeing between male and female at private sector in Jabalpur city.

Operational definition of the terms

Job satisfaction : Job Satisfaction is a measure of how individuals find fulfillment and happiness in their work roles and how this experience varies between genders.

Psychological well being: Psychological wellbeing is characterized by health status that mirrors contentment with life and a sense of purpose or significance in one's existence while maintaining a harmony between positive and negative emotions; it also delves into the gender specific variations, in these dimensions.

VARIABLES

Independent Variable- *Job Satisfaction*

Dependent Variable- *psychological Wellbeing*

Control Variable- *Private sector Jobs*

Age: 25 to 35.

Income: 15,000 to 35000

SAMPLE

The random sampling method was used to select the sample. This study was conducted on 85 male and 85 female (between 25 -35yrs) working in the private sector of Jabalpur city. The sample included only 170 on the basis of random selection; their income range was from 15,000 to 35,000/- per month.

Tools

JOB SATISFACTION SURVEY (JSS) by Paul Spector

The Job Satisfaction Survey JSS is a 36 item and nine facet scale to assess employee attitudes about the job and aspects of the job.

Each facet is assessed with four items, and a total score is computed from all items. A summated rating scale format is used, with six choices per item ranging from “strongly disagree” to “strongly agree”.

Items are written in both directions, so about half must be reverse scored.

Psychological well being scale by Carol D Ryff

This scale have the 42-item Psychological Well Being (PWB) Scale measures six aspects of wellbeing and happiness: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. Researchers have used both the 42-item PWB Scale and a shortened 18-item version. Respondents rate how strongly they *agree* or *disagree* with 42 statements using a 7-point scale (1 = strongly agree; 7 = strongly disagree). In this study we have used the shortened version.

VALIDITY

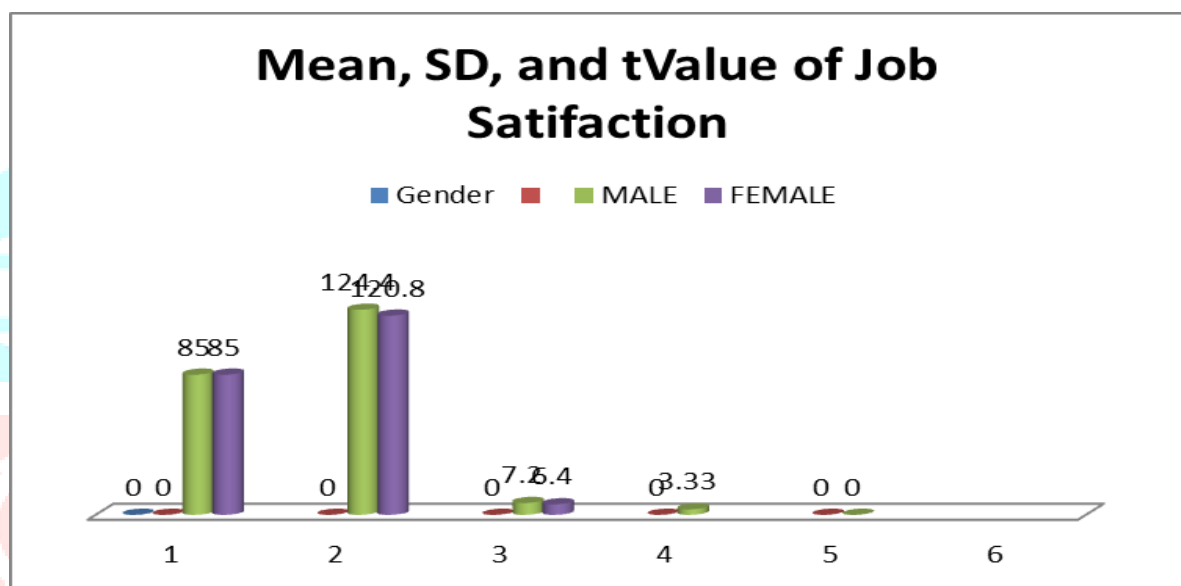
The Psychological well-being measure has been determined to have construct validity of 0.68, while the Job satisfaction scale has a convergent validity of 0.76.

Result and analysis

Table No. -1 Shows the Mean, S.D, and -t Value of Job Satisfaction between Male and Female

Gender	Job satisfaction				
	N	Mean	SD	t- value	Significant Level
MALE	85	124.4	7.2	3.33	Significant at .01 level
FEMALE	85	120.8	6.4		

For analysing the difference in job satisfaction between male and female, t- test is used. Therefore, the matrix (Table-1) is designed to display inter-relationship among these variables. This table shows the mean and S.D value of male and female which are 124.4 and 7.2 in male and 120.8 and 6.4 in female. It also shows the t-value that is 3.33 which is significant at 0.01 levels.

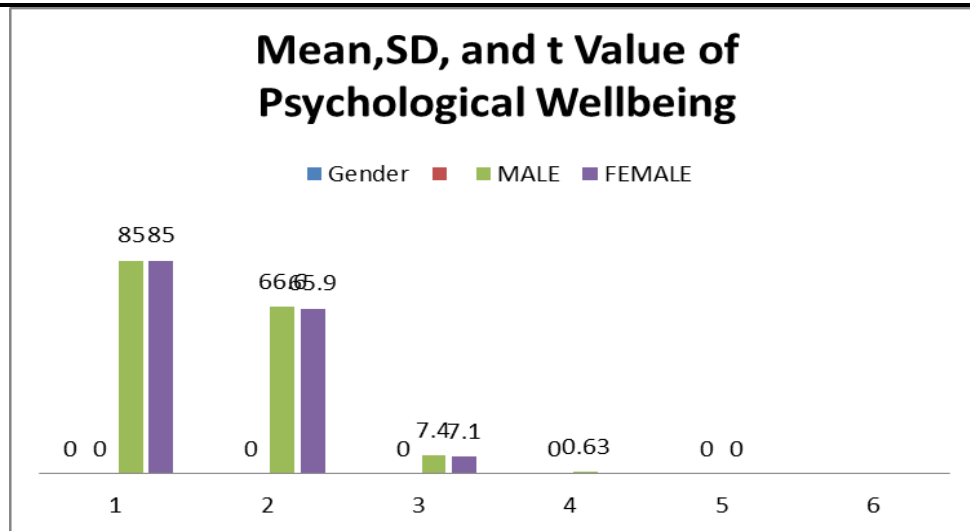


Graph-1 is showing the N, Mean, S.D and t-Value of job satisfaction between male and female.

Table no. -2 shows the Mean, S.D, and T- Value of wellbeing between male and female

Gender	Psychological Wellbeing				
	N	Mean	SD	t- value	Significant Level
MALE	85	66.6	7.4	0.63	Not Significant at any level
FEMALE	85	65.9	7.1		

For analysing the difference in psychological wellbeing between male and female, t- test is used. Therefore, the matrix (Table-2) is designed to display inter-relationship among these variables. This table shows the mean and S.D value of male and female which are 66.6 and 7.4 in male and 65.9 and 7.1 in female. It also shows the t-value that is 0.63 which is not significant at any levels.



Graph-2 is showing the N, Mean, S.D and t-Value of psychological well being between male and female.

Finding and Discussion: The result table -1 shows that the first hypothesis “There is no significant difference in job satisfaction between male and female at private sector in Jabalpur city.” is rejected because t- value 3.33 is significant at 0.01 level which indicates that male and female have difference in job satisfaction. On the basis of mean value i.e 124.4 in male and 120.8 in female, it can be presumed that male are more satisfied with their jobs than female. An extensive amount of research indicates that job satisfaction is higher for women than men across countries (Clark, 1997; Donohue & Heywood, 2004; Kristensen & Johansson, 2008; Loscocco & Bose, 1998) Although these results contradict with the previous research which shows that female are more satisfied with her job. This may happen because female have extra responsibilities of house than the male. Nature of job is also influence the level of satisfaction and researcher selected the sample from private sector which is not flexible for female therefore research obtained these result. work have shown that the job characteristics valued by women and men tend to differ, with women being less likely than men to be motivated by extrinsic work rewards such as pay and responsibility and more likely to be motivated by intrinsic rewards and the quality of workplace relations (Bokemeier and William, 1987; Hodson, 1989; Clark, 1997; Konrad et al., 2000; Donohue and Heywood, 2004). Another reason for that Males are only responsible for financial management in homes. They have choice to contribute in home but female bear the responsibilities. Therefore female may feel over burden and may not get much satisfaction than the male.

The result table -2 shows that the second hypothesis “There is no significant difference in psychological wellbeing between male and female at private sector in Jabalpur city.” is accepted because t- value 0.063 is not significant at any level which indicates that male and female have no difference in psychological wellbeing. It may happen due to work pressure because in private sector employer treat the employee in a same manner it doesn’t matter that it is a male or female. Everyone have the same work pressure and workload which affect psychological wellbeing in the same way therefore research did not get any difference in psychological wellbeing.

Conclusion: On the basis of result it can be acknowledged that male and female have the same work pressure and workload in private sector although many other factors influence the level of satisfaction as well as psychological wellbeing it is further matter of probe that which are the prone factors which really affect the level of satisfaction and psychological well being.

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