

Effect of Gender Roles on Job Satisfaction: A Study on the Employees Working in Government Academic Sector in Haryana

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Abstract

The aim of the study is to examine the effect of gender roles of the employees working in the government academic sector in Haryana on job satisfaction. Gender roles, responsibilities, of the employees, are independent variables and Job satisfaction is a dependent variable in this study. The collected data were analyzed by using SPSS, T-Test. The result indicates that Gender has no effect on the job satisfaction of the employees; on the other hand, age has a significant impact on the level of Job satisfaction. Further, the study also reveals that there is a significant difference in the opinion of males and females in terms of social awareness and commitment. The aim of this study was to investigate the working employee's job satisfaction in government academic sector in Haryana. Organizational commitment, and self-esteem levels, reveals the relationship between the genders, and to examine the relationship between them. The discoveries of the examination would give important data to the executives in understanding the variables that influence work fulfillment. The academicians are the posts in the development of any nation as they put their events into developing the individuals who at last lead to a well-to-do economy, so the current examination depends on work fulfillment among the employees in different foundations. The discoveries of the exploration would give significant data to the directors in understanding the elements that influence work fulfillment.

Keywords: Gender Roles, Government Academic Sector, Job Satisfaction

INTRODUCTION

Everybody has significantly said that viable information is far superior to homeroom educating. In this profoundly serious world, the achievement of any association relies upon its human asset. Banks are no special case to this. A fulfilled, glad, and dedicated worker is the greatest resource of any association, counting the academic segment. The workforce of any government private sector is mindful to an enormous degree for its efficiency and productivity. Productive human asset the board and keeping up a higher activity fulfillment level in the scholastic segment decide the presentation of the educational division as well as influence the development and execution of the whole economy. Thus, for the accomplishment of the instructive part, it is critical to oversee HR adequately and to discover whether its representatives are fulfilled or not. Just in the event that they are fulfilled, they will work with duty and venture a positive picture of the association. The current undertaking makes an exertion to consider the activity fulfillment level among representatives of chose state funded training segment in Haryana. We surveyed the certainty of Public scholastics in Haryana built up a scale dependent on Job Satisfaction to arrange their mentalities so as to assess the degree of occupation fulfillment. Testing for legitimacy and unwavering quality demonstrated that the trust perspectives of scholastics could be analyzed with some essentials: fulfillment with bosses, fulfillment with collaborators, fulfillment with pay, fulfillment with advancement, and fulfillment with work itself. Results demonstrated that associates and advancements were viewed as more significant than pay. The most significant factor in work fulfillment was associates, with functioning as a group and sharing likewise evaluated as significant. There was no huge distinction in the rating of the elements as indicated by sexual orientation.

Objectives of the Study

1. To assess the effect of gender roles on the Job Satisfaction level of government academic sector in Haryana.

REVIEW OF LITERATURE

Many review of literature studied about job satisfaction Individuals who are attempting to accomplish their objectives, boundaries made by the interior and outside condition of the association can make complex sentiments and considerations on workers. Simultaneously, for this situation, it can likewise influence work fulfillment, confidence, and hierarchical responsibility. High confidence empowers individuals to be secure in their own life, to discover achievement and bliss, to defeat the dissatisfactions and change of their life (Allen, T. D., L. T., Potet, M. L., Lentz, E., & Lima, L., 2004). In this examination, it is expressed that the activity fulfillment of workers is related with mental and physical



wellbeing. Employment fulfillment has been characterized by (Bogler Ronit,2001), as "a pleasurable or positive passionate state coming about because of the evaluation of one's activity or occupation experience". Additionally, (Feinholdt, A., & Lang, J. W. B. ,2013) expressed that activity fulfillment is basically the mental idea of individuals toward their work. Moreover, (Bono, J. E., & Patton, G. K. ,2001).demonstrates that activity fulfillment communicated emotions about crafted by the representatives. Expanding on Locke's conceptualization, (Sentuna Murat, noticed that work fulfillment incorporates multidimensional mental reactions to one's activity and that such reactions have psychological (evaluative), full of feeling (or enthusiastic), and conduct parts. As indicated by these definitions, individuals have a mentality with high employment fulfillment decidedly, low occupation fulfillment adversely against their work. As per (Sharma Priya, 2014), there are ten sub-measurements of occupation fulfillment; advancement and headway, prevalent subordinate relationship, character, status, knowledge and capacities, rewards and consolation, to take an interest in choices, cooperating, the states of being, and correspondence. Another idea that is significant is confidence. (Singh Khajan,2018),characterized confidence as a feeling of one's own value, getting it from the proportion of what we can do and what we might want to have the option to do. What we might want to do is comparative with our qualities and objectives. This definition shows well what is engaged with confidence that is, evaluation and estimation of our own value by contrasting how we are with what we might want to be. Confidence isn't shaped for the last time; it is continually being framed by how we survey ourselves in different conditions, with family, grinding away, in recreation time and among companions (Spector, Paul E.,1985).

As indicated by (Gahlawat Neha, 2015), confidence is speaking to the individual's self-assurance and sentiment of fulfillment about him. Truth be told, confidence is the way individuals contemplate them. An individual with confidence accepts that he can adapt to issues throughout his life and feels significant them self. Has a positive disposition about himself and his abilities. Individuals situate themselves towards different sorts of objectives all together to encounter a feeling of accomplishment. For these individuals, nothing is fulfilling enough.

RESEARCH METHODOLOGY

Procedure and Methods

This study was conducted to know the effect of gender roles on job satisfaction in public academic sector in Haryana. This research was conducted on the working employees in various public academic sectors in Haryana. The data was collected through structured questionnaire. The Questionnaire was divided into sections. The first section of the questionnaire was related with the demographic details of the respondents and the second part of the questionnaire was related with the Job Satisfaction of the respondents under study. Random sampling method used. The sample size 100 of employees working in government colleges of Haryana.

Sample and Sampling Techniques

For the research 100 working employees in public academic sectors was selected from the different colleges of Haryana State. The data was collected through non -probability convenience sampling.

Questionnaire/Tool used

The study was done by a self-constructed questionnaire that is divided into two parts. Part A of the questionnaire was related with the demographic information of the respondents and Part B was related with the Job Satisfaction. Job Satisfaction scale measure many essentials elements. Supportive environment of workplace, Supportive behavior by high authority, Participative in decision making, timely provide rewards, Supportive team work by colleagues, Security, Favorable working condition, Individual Growth and development.

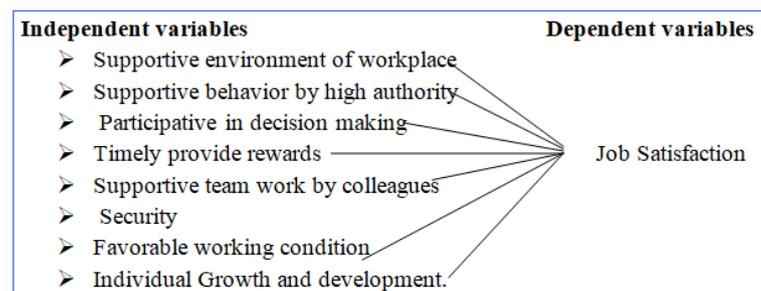


Fig 1. Independent and Dependent Variables
Sources (By Author)

Data Analysis and Interpretations

Table 1: According to the Answers Given by Employees Working Government Education Sector, to Analysis Difference of Job Satisfaction with Respect to Gender Roles

Variables	Gender	N	Mean	Std.div	T	p
	Male	45	1.36	.62		
	Female	55	1.12	.16	1.212	.023

Table 2 shows that, looking at the sub-dimensions of job satisfaction, Supportive environment of workplace, Supportive behavior by high authority, Participative in decision making, timely provide rewards, Supportive team work by colleagues, Security, Favorable working condition, Individual Growth and development , it was a significant difference between male and female public college teachers. This difference is due to the level of male's job satisfaction is higher than females.



Table 2: The Difference Analysis Between Job Satisfaction and Sub-Dimension Gender Roles

Factors	Gender	N	Mean	Std.div	t	P
Supportive environment of workplace	Male	45	2.11	.46	2.341	.013
	Female	55	1.23	.67		
Supportive behavior by high authority	Male	45	2.34	.89	1.253	.023
	Female	55	1.58	.90		
Participative in decision making	Male	45	1.34	.73	1.829	.011
	Female	55	2.67	.42		
timely provide rewards	Male	45	2.63	.98	1.720	.071
	Female	55	1.37	.64		
Supportive team work by colleagues	Male	45	1.43	.78	1.688	.089
	Female	55	2.22	.99		
Supportive team work by colleagues,	Male	45	2.35	.93	1.253	.024
	Female	55	1.18	.34		
Supportive team work by colleagues, Security	Male	45	2.26	.81	1.268	.082
	Female	55	1.08	.44		
Favorable working condition	Male	45	1.49	.77	1.301	.023
	Female	55	1.26	.56		
Individual Growth and development	Male	45	1.93	.52	1.128	.065
	Female	5	1.81	.67		

CONCLUSION

It might be finished up from the above examination that Gender jobs have such an impact hands on Satisfaction of the representatives, then again, females are all the more socially mindful when contrasted with male workers. It tends to be said that female schools are more Job Satisfaction than male workers. In any case, the investigation likewise uncovers that as the sexual orientation jobs deeply affect representatives working in the administration scholarly area increment they become more on work fulfillment that some way or another identified with more experience that encourages them to deal with working environment work adequately and furthermore their relationship with associates much intelligently. The activity fulfillment region needs more consideration and exploration as it directly affects the conduct of the workers.

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