

Gender, Age, Educational Maturity In Relation To Job Satisfaction

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Abstract – The present study examines job satisfaction in context of some demographic variable such as age, gender, and educational qualification. 302 employees ranging from 23 to 55 years of age with different educational background, Viz., under-graduates, graduates, other technical diplomas and post-graduates, were selected from city of Ahmedabad, Gujarat. Out of 250 were males and 52 were females as fewer females responded to the questionnaire to volunteer responses. The analysis indicated that job satisfaction is significant related to these entire variable.

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INTRODUCTION

Job satisfaction is a general attitude which is the result of many specific attitude. The amount of satisfaction derived from one's present job is an indicator of one's job satisfaction (Reddy and Rajasekhar, 1991). Job satisfaction of employees contributes significantly toward the functioning of organization. It become very clear from Likert's (1961) statement, "In evaluating the efficiency of an organization job satisfaction must be considered". Job satisfaction or dissatisfaction has been found to be related to and affecting job behaviour such as turnover, absenteeism, accidents, performance, showdown, strikes, lockouts, etc. Job satisfaction is general attitude which is a result of many attitudes towards the job factor (pay, advancement, opportunity, the work to be done, etc) the individual or personal factors (age, job, or occupational level, job tenure, etc.) and life in general (Blum and Naylor, 1968).

A number of studies have shown a positive relationship between age and job satisfaction (Nicolson et.al. 1976; Glenn et. al. 1977). Some of the studies have shown increase in Job satisfaction with experience (Porer et. al. 1974). Weeks and Nantel (1955) focused on gender difference from the point of view of job satisfaction. Results revealed that female sales personnel were in reality very similar to their male counterpart regarding job satisfaction and performance behaviour.

Research finding relevant that there are three view regarding the nature of the relationship between age and job satisfaction. The first view is that the job satisfaction increases in positive linear fashion with respect to age (White and Spector, 1987). Employees become more satisfied as chronological age increases.

The second view is that there is negative relationship between job satisfaction and age (Srivastava 1978). Employees become more dissatisfied as chronological age increase. Younger employees are more satisfied than the older employees are. The third view is that job satisfaction is not significantly related with age (Goel, 1987).

As regards the relationship between education and job satisfaction and overall job satisfaction, the research findings show contradictions. Several studies indicate that education tends to increase job satisfaction for example, (Gallup, 1973). A study by Glenn and Weaver (1982) also showed a small positive relationship between education and job satisfaction. In contrast, studies have also reported negative relationship between education and job satisfaction (Grueberg, 1980). Still other studies have found no relationship between education and job satisfaction (king, Murry and Atkinson 1982).

Taking into consideration these inconsistency research finding, the present study to investigate the relationship age and education to job satisfaction was undertaken. The focus of the present investigation was to study the relationship of job satisfaction with age and education level of male and female employees working in organizations situated in and around the city of Ahmedabad.

METHOD

Sample

The sample for the present study was 302 employees, ranging from 23 to 55 years of age with different educational background, viz, under-graduates, graduates, other technical diploma and

post graduates. were selected from the city of Ahmedabad, Gujarat. Out of this 250 were males and 52 were females as less number of female employees were available to complete the questionnaire.

Tools

Job satisfaction was measure by "Job satisfaction Instrument" developed by Mishra, Tiwari, and Pandey (1993). This instrument includes 11 area e.g., security, monetary remuneration, service conditions, future advancement, recognition, accommodation and leave facilities. Validity of this instrument is .68 and split half reliability is .78 and test retest reliability is .69.

RESULT AND DISCUSSION

The data were analyzed in terms of means, standard, deviation and mean differences. Table-1 shows the means SDs, t-values and F-values related job satisfaction score of male and female employees from different age group and having different educational qualification. Hypothesis 1 state that there will be significant f=difference between the job satisfaction of male and female employees. t-value of 9.91 is significant at 0.01 level and hence the first hypothesis can be accepted. The mean job satisfaction score of males is 83.22 and that of female employees is 85.39. It is clear from this that women are more satisfied on the job than employees. Gakhar and Sachdev)1987) obtained the similar results on teachers' sample.

F- ratio 2238.58 for the age group and job satisfaction of the employees is significant at.001 level and hence, the second hypothesis is also accepted. It is clear from Table 1 that older employees are most satisfied people and these findings are keeping with the finding of Nicolson et.al. (1976), Glenn et. al.(1977) and White and Spector (1987).

Table 1 Showing mean, Sda t- value, and F-value related to Job satisfaction score of male and females sample along with age and qualification categorizations.

Gender	N	Mean	SD	t-value	p
MALE	250	83.22	1.09	9.91	<.001
FEMALE	52	85.39	1.61		

AGE	N	Mean	SD	F-value	p
Less than 30 Years	104	77.92	2.06	2238.58	<.001
31 Years to 45 Years	98	86.43	1.36		
45 Years and Above	100	86.72	1.16		

Qualification	N	Mean	SD	F-value	p
Under Graduates	68	74.24	2.14	728.05	<.001
Graduates	134	83.84	1.38		
Teaching Diplomas	24	86.67	2.17		
Post Graduates	76	90.58	1.60		

F -ratio 728.05 for the age groups and job satisfaction of the employees is significant at .001 level and hence, the third hypothesis is also accepted. These findings are in line with the finding of Gallup (1973), and Glenn and Weaver (1982).

It can be concluded from this study that the gender, age and education play significant role in job satisfaction of both male and female employees.

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