## LIST OF TABLES

<table>
<thead>
<tr>
<th>TABLE</th>
<th>TITLE</th>
<th>PAGE NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1</td>
<td>Classification of respondents based on age</td>
<td>127</td>
</tr>
<tr>
<td>4.2</td>
<td>Classification of respondents based on education</td>
<td>129</td>
</tr>
<tr>
<td>4.3</td>
<td>Classification of respondents based on Martial Status</td>
<td>131</td>
</tr>
<tr>
<td>4.4</td>
<td>Classification of respondents based on type of family</td>
<td>133</td>
</tr>
<tr>
<td>4.5</td>
<td>Classification of respondents based on Number of family members</td>
<td>135</td>
</tr>
<tr>
<td>4.6</td>
<td>Classification of respondents based on religion</td>
<td>137</td>
</tr>
<tr>
<td>4.7</td>
<td>Classification of respondents based on place of residence</td>
<td>139</td>
</tr>
<tr>
<td>4.8</td>
<td>Classification of respondents based on Social classification</td>
<td>141</td>
</tr>
<tr>
<td>4.9</td>
<td>Classification of respondents based on department</td>
<td>143</td>
</tr>
<tr>
<td>4.10</td>
<td>Classification of respondents based on designation</td>
<td>146</td>
</tr>
</tbody>
</table>
4.11 Classification of respondents based on mode of reaching the current designation 148

4.12 Classification of respondents based on Nature of work 150

4.13 Classification of respondents based on Service 152

4.14 Classification of respondents based on previous experience 154

4.15 Ranking of factors for joining Railways 156

4.16 Statistics of ranking of Factors for joining Railways 158

4.17 Classification of respondents based on mode of appointment 160

**TABLE**

<table>
<thead>
<tr>
<th>TABLE</th>
<th>TITLE</th>
<th>PAGE NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.18</td>
<td>Classification of respondents based on Present monthly gross salary</td>
<td>162</td>
</tr>
<tr>
<td>4.19</td>
<td>Opinion regarding satisfaction with job</td>
<td>164</td>
</tr>
</tbody>
</table>
4.20 Cross tabulation between age and opinion regarding satisfaction with job 166

4.21 Age and job satisfaction - ANOVA 167

4.22 Cross tabulation between education and opinion regarding satisfaction with job 168

4.23 Education and job satisfaction - ANOVA 169

4.24 Cross tabulation between marital status and opinion regarding satisfaction with job 171

4.25 Martial status and opinion regarding job satisfaction - ANOVA 172

4.26 Cross tabulation between religion and opinion regarding satisfaction with job 173

4.27 Religion and job satisfaction - ANOVA 174

4.28 Cross tabulation between social classification and opinion regarding satisfaction with job 175
4.29 Social classification and job satisfaction - ANOVA 176

4.30 Cross tabulation between Designation and opinion regarding satisfaction with job 177

4.31 Designation and job satisfaction - ANOVA 178

4.32 Cross tabulation between Service in years and opinion regarding satisfaction with job 179

TABLE  TITLE  PAGE NO.

4.33 Service in years and job satisfaction - ANOVA 180

4.34 Cross tabulation between Mode of appointment and opinion regarding satisfaction with job 182

4.35 Mode of appointment and job satisfaction - ANOVA 183

4.36 Cross tabulation between Nature of work and opinion regarding satisfaction with job 184

4.37 Nature of work and job satisfaction - ANOVA 185
4.38 Cross Tabulation between Type of family and opinion regarding job satisfaction 187

4.39 Type of family and satisfaction with job - Chi-square Test 188

4.40 Cross tabulation between present monthly gross salary and opinion regarding satisfaction with job 189

4.41 Present monthly gross salary and satisfaction with job - Chi-square Test 190

4.42 Cross tabulation between Place of residence and opinion regarding satisfaction with job 191

4.43 Place of residence and satisfaction with job - Chi-square Test 192

4.44 Cross tabulation between Mode of reaching the current designation and opinion regarding satisfaction with job 193

4.45 Mode of reaching the current designation and satisfaction with job - Chi-square Test 194

4.46 Non-Family oriented factors affecting Job-Satisfaction 196

TABLE TITLE PAGE NO.
4.47 Descriptive Statistics and communalities for statements describing non-family oriented factors 214

4.48 Total Variance Explained by the Factors Extracted 227

4.49 Rotated component matrix showing factor loadings for factors one to fifteen 236

4.50 Rotated component matrix showing factor loadings for factors sixteen to twenty five 248

4.51 Variables loaded on factor 1 (Pay and job security) 251

4.52 Variables loaded on factor 2 253

(The guidance of superiors and career guidance)

4.53 Variables loaded on factor 3 (Subordinate characterizes) 255

4.54 Variables loaded on factor 4 (Availability of job training) 256

4.55 Variables loaded on factor 5 258

(The importance given to treatment of women)

4.56 Variables loaded on factor 6 259
(Availability of furniture and facilities)

4.57 Variables loaded on factor 7 (Trade Union activities) 260

4.58 Variables loaded on factor 8
(Availability of separate facilities in canteen for women) 261

4.59 Variables loaded on factor 9 262
(Availability of safe drinking water)

4.60 Variables loaded on factor 10 262
(Existence of active women union)

4.61 Variables loaded on factor 11 263
(Availability of sufficient number of fans)

4.62 Variables loaded on factor 12 264
(Need to motivate subordinates)

4.63 Variables loaded on factor 13 264
(Minimum job performance)
4.64 Variables loaded on factor 14 (level of gossiping)  ... 265
4.65 Variables loaded on factor 15  ... 266
(Availability of modern office accessories)
4.66 Variables loaded on factor 16  ... 266
(Acceptable promotion basis)
4.67 Variables loaded on factor 17  ... 267
(Degree of motivation from co-workers)
4.68 Variables loaded on factor 18  ... 267
(Incentives given for additional qualification)
4.69 Variables loaded on factor 19  ... 269
(Adequacy maternity benefits)
4.70 Variables loaded on factor 20  ... 269
(Education improvement after employment)
4.71 Variables loaded on factor 21  ... 270
(Salary increments)
4.72 Variables loaded on factor 22  
(Freedom in performing the work)  
270

4.73 Variables loaded on factor 23  
(Superiors of not finding fault)  
271

<table>
<thead>
<tr>
<th>TABLE</th>
<th>TITLE</th>
<th>PAGE NO.</th>
</tr>
</thead>
</table>
| 4.74  | Variables loaded on factor 24  
(Superiors inconsiderate approach) | 271 |
| 4.75  | Variables loaded on factor 25  
(friendly and cooperative approach of co-male employees) | 272 |
| 4.76  | Family factors influencing the level of job satisfaction | 273 |
| 4.77  | Descriptive Statistics and communalities Family factors influencing the level of job satisfaction | 278 |
| 4.78  | Total Variance Explained by the factors for family factors influencing the level of job satisfaction | 283 |
| 4.79  | Rotated Component Matrix for family factors influencing |
the level of job satisfaction

4.80 Variables loaded on factor 1 (Support and help from in-laws) 291

4.81 Variables loaded on factor 2 (children factor) 292

4.82 Variables loaded on factor 3 (distance of working place) 293

4.83 Variables loaded on factor 4 (family problems resulting in co-worker conflict) 294

4.84 Variables loaded on factor 5 (holidays) 294

4.85 Variables loaded on factor 6 (doing office work at home) 295

4.86 Variables loaded on factor 7 (family tension affects work) 296

4.87 Variables loaded on factor 8 (family allows me to go on official tour) 296

4.88 Variables loaded on factor 9 (family’s dependency on cooking) 297

4.89 Variables loaded on factor 10 (The requirement of Prior preparation at home for day-to-day job) 298
4.90 Opinion of the respondents about switching over to better jobs 299
4.91 Opinion of the respondents about grasping the job knowledge 300
4.92 Opinion of the respondents about exhausting the leave 301
4.93 Opinion of the respondents about committing mistakes 302
4.94 Opinion of the respondents on grievances 303
4.95 Opinion about job offering scope to exhibit full potential 304
4.96 Opinion of the respondents about their performance 305
4.97 Rating about commitment about the job 307
4.98 Opinion about achieving goals through the job 309
4.99 Opinion about liking of the job 310
4.100 Frequency of Times of satisfaction with job 311
4.101 Opinion on awareness towards women empowerment 312
4.102 Opinion about women empowerment in Railways 313

4.103 Cross-tabulation between age and opinion to switch over to other jobs - Chi-square Test 315

4.104 Cross-tabulation between martial status and opinion to switch over to other jobs - Chi-square Test 316

4.105 Cross-tabulation between type of family and opinion to switch over to other jobs - Chi-square Test t 317

4.106 Cross-tabulation between social classification and opinion to switch over to other jobs - Chi-square Test 318

**LIST OF FIGURES**

<table>
<thead>
<tr>
<th>Figure No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1</td>
<td>Pie-Chart on classification of respondents based on age</td>
<td>128</td>
</tr>
<tr>
<td>4.2</td>
<td>Pie-Chart on classification of respondents based on education</td>
<td>130</td>
</tr>
<tr>
<td>4.3</td>
<td>Pie-Chart on classification of respondents based on Martial Status</td>
<td>132</td>
</tr>
<tr>
<td>4.4</td>
<td>Pie-chart on classification of respondents based on type of family</td>
<td>134</td>
</tr>
<tr>
<td>4.5</td>
<td>Pie-Chart on classification of respondents based on the size of family</td>
<td>136</td>
</tr>
<tr>
<td>4.6</td>
<td>Pie-chart on classification of respondents based on religion</td>
<td>138</td>
</tr>
</tbody>
</table>