

SOCIO-ECONOMIC CHARACTERISTICS OF THE SAMPLE RESPONDENTS AND THEIR LEVEL OF JOB SATISFACTION

Today, economic independence is considered to be the prime basis for improving the status of women in India. It is generally agreed that women's participation in work would result in reducing their dependency, enhancing their social and economic activities, as well as empowering them to assert more in the household decisions. In India, women cannot be viewed as a homogenous group as the society is stratified on the basis of class, caste and religion. It has been observed that participation in work especially for female remains tied to class, caste and religious affiliations. In order to grasp the nature of these causal relationships, it is imperative to understand the socio economic characteristics of women work participants and their level of job satisfaction.

In this chapter, an attempt has been made to analyse the socio-economic characteristics of the sample women employees who are working in the selected public and private sector organizations in Tirunelveli district. Further, the level of job satisfaction of the employees is also discussed in this chapter.

4.1 SOCIO-ECONOMIC CHARACTERISTICS OF WOMEN WORKERS

This section attempts to describe the socio-economic characteristics of the sample women employees such as, age, religion, marital status, type of family, ownership of house, place of origin, number of family members, educational qualification, monthly salary, total family income and the like.

4.1.1. Age-wise Classification of the Sample Respondents

Age of the sample respondents is an important factor which determines the eligibility of the workers to work in the organisation. The age of the workers indicates the experience and the skill they have gained. In general, those employees who are experienced and efficient are more aged. In order to know the age of the respondents, data are collected and tabulated. Table 4.1 presents the distribution of the sample women respondents according to their age.

TABLE 4.1
AGE-WISE CLASSIFICATION OF THE SAMPLE RESPONDENTS

Sl. No.	Age (In Years)	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Below 25	51 (17.00)	91 (30.30)	142 (23.70)
2.	25 – 30	58 (19.30)	107 (35.70)	165 (27.50)
3.	31 – 35	84 (28.00)	58 (19.30)	142 (23.70)
4.	36 – 40	61 (20.30)	38 (12.70)	99 (16.50)
5.	41 – 45	20 (6.70)	6 (2.00)	26 (4.30)
6.	Above 45	26 (8.70)	--	26 (4.30)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

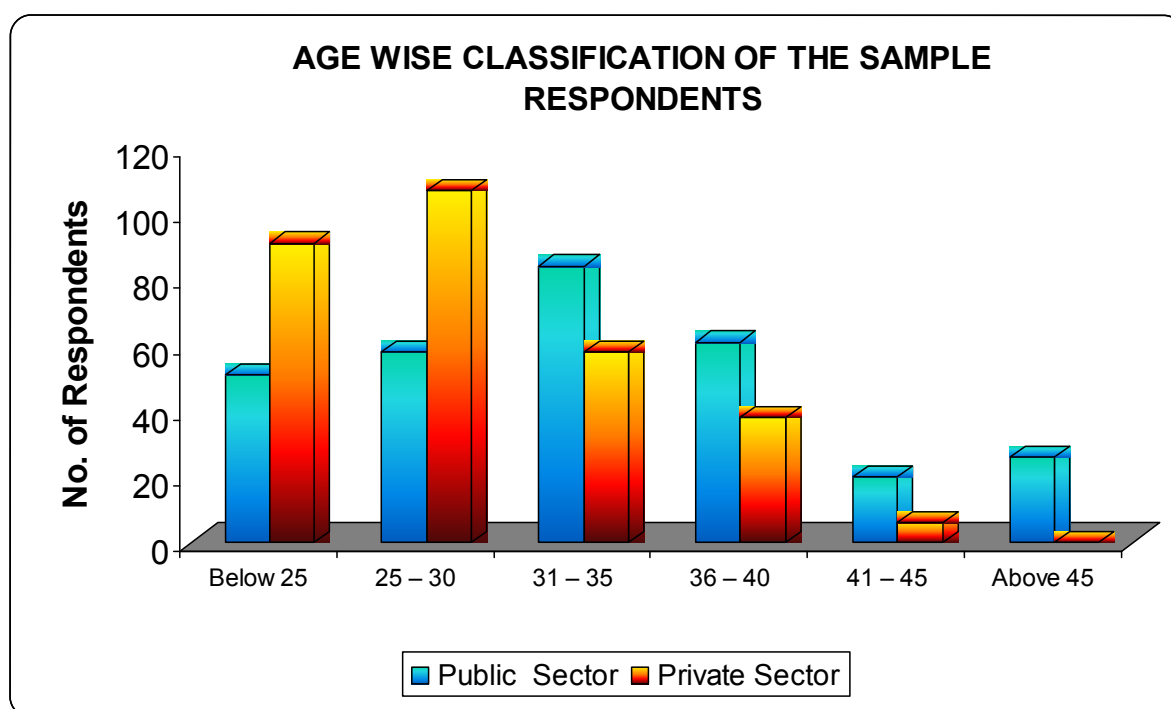
Note : Figures within parentheses represent percentage to total.

It is found from Table 4.1 that out of 600 overall sample women employees, 165 (27.50 per cent) fall under the age group of 25-30 years and it is followed by below 25 years, 31-35 years, 36-40 years, 41-45 years and above 45 years which constitute 23.70 per cent, 23.70 per cent, 16.50 per cent, 4.30 per cent and 4.30 per cent respectively.

In case of public sector organizations, out of 300 sample women employees, 84 (28.00 per cent) fall under the age group of 31-35 years and it is followed by 36-40 years, 25-30 years, below 25 years, above 45 years and 41-45 years which

constitute 20.30 per cent, 19.30 per cent, 17.00 per cent, 8.70 per cent and 6.70 per cent respectively.

In case of private sector organizations, out of 300 sample women employees, 107 (35.70 per cent) fall under the age group of 25-30 years and it is followed by below 25 years, 31-35 years, 36-40 years and 41-45 years which constitute 30.30 per cent, 19.30 per cent, 12.70 per cent and 2.00 per cent respectively. It is concluded that the majority of the age group of the women employees fall under the category of 31-35 years and 25-30 years in public and private sectors organizations respectively in Tirunelveli district



4.1.2. Religion-wise Classification of the Sample Respondents

India is a country of many religions. People in India follow many religions. The major religions being followed in India are Hindu, Muslim and Christian. To analyse the religion of the employees, data are collected and tabulated. Table 4.2 shows the distribution of the sample women respondents according to their religion.

TABLE 4.2

RELIGION-WISE CLASSIFICATION OF THE SAMPLE RESPONDENTS

Sl. No.	Religion	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Hindu	202 (67.30)	206 (68.70)	408 (68.00)
2.	Muslim	25 (8.30)	26 (8.70)	51 (8.50)
3.	Christian	73 (24.30)	68 (22.70)	141 (23.50)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

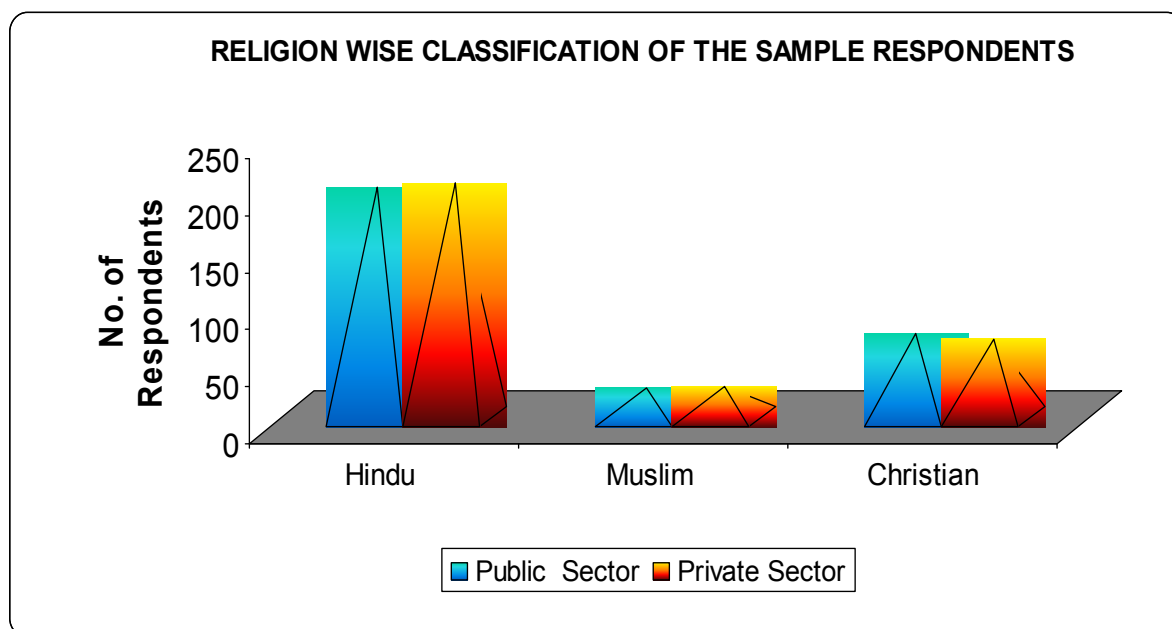
Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is understood from Table 4.2 that the majority of the total respondents (68.00 per cent) are Hindus and it is followed by 141 (23.50 per cent) are Christian and 51 (8.50 per cent) are Christians.

In case of public sector organizations, out of 300 sample women employees, 202 (67.30 per cent) are Hindus, 73 (24.30 per cent) are Christian and the remaining 25 (8.30 per cent) are Muslims.

In case of private sector organizations, out of 300 sample women employees, 206 (68.70 per cent) are Hindus, 68 (22.70 per cent) are Christians and the remaining 26 (8.70 per cent) are Muslims. It is concluded that the majority of the women employees fall under the category of the Hindu religion in public and private sectors organizations in Tirunelveli district



4.1.3. Marital Status -wise Classification of the Sample Respondents

The marital status of an employee influences the smooth flow of work. Bachelors are ready to leave the organization at any time. In general, the married are loyal and they do not like to change their unit. In order to find out the marital status of the employees, data are collected and tabulated Table 4.3 gives the details about the the distribution of the sample women respondents according to their marital status.

TABLE 4.3
MARITAL STATUS-WISE CLASSIFICATION

Sl. No.	Marital Status	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Married	197 (65.70)	174 (58.00)	371 (61.80)
2.	Unmarried	84 (28.00)	118 (39.30)	202 (33.70)
3.	Widow/Separated	19 (6.30)	8 (2.70)	27 (4.50)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

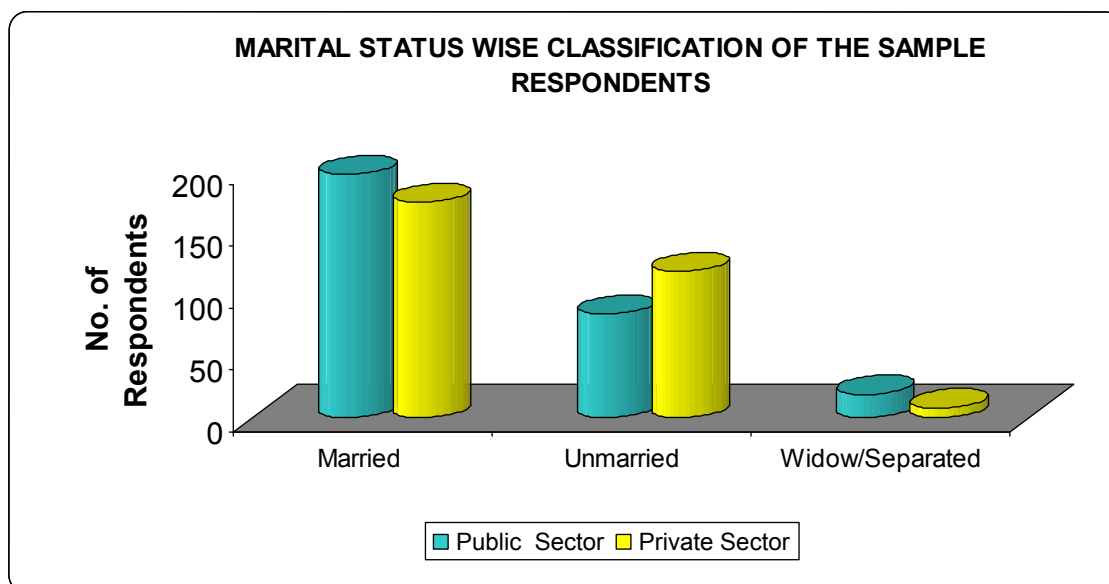
Source: Primary data.

Note : Figures within parentheses represent percentage to total.

Table 4.3 illustrates that the majority of the total respondents (61.80 per cent) are married and it is followed by unmarried and widow/separated which constitute 33.70 per cent and 4.50 per cent respectively.

In case of public sector organizations, out of 300 sample women employees, 197 (65.7 per cent) are married, 84 (28.00 per cent) are unmarried and the remaining 19 (6.30 per cent) are widow/separated category.

In case of private sector organizations, out of 300 sample women employees, 174 (58.00 per cent) are married, 118 (39.30 per cent) are unmarried and the remaining only 8 (2.70 per cent) are widow/separated. It is concluded that the majority of the women employees are married who are working in public and private sectors organizations in Tirunelveli district



4.1.4. Classification on the basis of Type of Family of the respondents

Broadly speaking, there are two categories of family namely joint family and nuclear family. In the nuclear family, a couple lives independently after their marriage, but in a joint family, all the members live together even after their marriage. Table 4.4 presents the distribution of the sample women respondents according to their type of family.

TABLE 4.4
TYPE OF FAMILY-WISE CLASSIFICATION

Sl. No.	Type of Family	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Joint	152 (50.70)	149 (49.70)	301 (50.20)
2.	Nuclear	148 (49.30)	151 (50.30)	299 (49.80)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is inferred from Table 4.4 that out of the 600 total women employees, 301 (50.20 per cent) come under the category of joint family and the remaining 299 (49.80 per cent) come under the category of nuclear family.

In case of public sector organizations, out of 300 sample women employees, 152 (50.70 per cent) come under the category of joint family and 148 (49.30 per cent) are under the category of nuclear family.

In case of private sector organizations, out of 300 sample women employees, 151 (50.30 per cent) are under the category of nuclear family and the remaining 149 (49.70 per cent) are under the category of joint family in the study area. It is concluded that the more or less the same proportion of the women employees come under the category of joint and nuclear family who are working in public and private sectors organizations in Tirunelveli district

4.1.5. Classification on the basis of Ownership of House of the respondents

One of the important factors influencing the socio-economic conditions of women employees is ownership of the house. In order to find the ownership of the house of the respondents, data are collected and tabulated. Table 4.5 depicts the distribution of the sample women respondents according to their status of ownership of house.

TABLE 4.5
CLASSIFICATION ON THE BASIS OF OWNERSHI OF HOUSE

Sl. No.	Ownership Status	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Rented	70 (23.30)	117 (39.00)	187 (31.20)
2.	Owned	223 (74.30)	164 (54.70)	387 (64.50)
3.	Quarters	7 (2.30)	19 (6.30)	26 (4.30)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

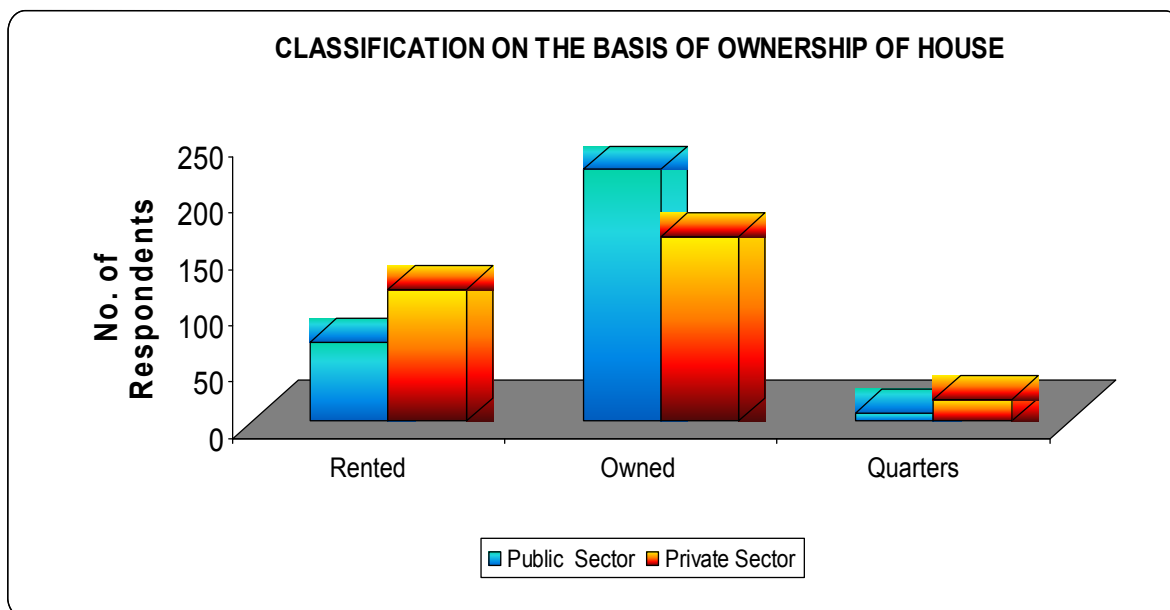
Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is found from Table 4.5 that the majority of the total women employees (64.50 per cent) possess owned house and it is followed by rented house and quarters which constitute 31.20 per cent and only 4.30 per cent respectively.

In case of public sector organizations, out of 300 sample women employees, 223 (74.30 per cent) possess owned house and it is followed by rented house and quarters which constitute 23.30 per cent and only 2.30 per cent respectively.

In case of private sector organizations, out of 300 sample women employees, 164 (54.70 per cent) possess owned house and it is followed by rented and quarters which constitute 39.00 per cent and 6.30 per cent respectively. It is concluded that the majority of the women employees who are working in public and private sectors organizations possess owned house in Tirunelveli district



4.1.6. Classification on the basis of Place of Origin of the respondents

Generally the places of origin are classified into three categories namely, rural, urban and semi-urban. Table 4.6 gives the details about the distribution of the sample women respondents according to their place of origin.

TABLE 4.6
CLASSIFICATION ON THE BASIS OF PLACE OF ORIGIN

Sl. No.	Area	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Rural	72 (24.00)	107 (35.70)	179 (29.80)
2.	Urban	155 (51.70)	113 (37.70)	268 (44.70)
3.	Semi-urban	73 (24.30)	80 (26.60)	153 (25.50)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

Table 4.6 shows that out of the 600 total women employees, 268 (44.70 per cent) come under the category of urban area and it is followed by the rural and semi-urban area which constitute 29.80 per cent and 25.50 per cent respectively.

In case of public sector organizations, out of 300 sample women employees, 155 (51.70 per cent) come under the category of urban area, 73 (24.30 per cent) are under the category of semi-urban area and 72 (24.00 per cent) are under the category of rural area.

In case of private sector organizations, out of 300 sample women employees, 113 (37.70 per cent) are under the category of urban area and it followed by rural and semi-urban area which constitute 35.70 per cent and 26.60 per cent respectively. It is concluded that the majority of the women employees who are working in public and private sectors organizations are under the category of urban area as the place of origin in Tirunelveli district

4.1.7. Family Size-wise Classification of the respondents

In the socio-economic analysis, the number of the members in the family of the respondents is considered to be one among the important factors. To find out the size of the family of the employees, data are collected and tabulated. The details about the distribution of the sample women employees according to their size of the family are presented in Table 4.7.

TABLE 4.7
FAMILY SIZE-WISE CLASSIFICATION OF THE RESPONDENTS

Sl. No.	Family Size	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Below 3	44 (14.70)	57 (19.00)	101 (16.80)
2.	3 – 5	189 (63.00)	148 (49.30)	337 (56.20)
3.	Above 5	67 (22.30)	95 (31.70)	162 (27.00)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

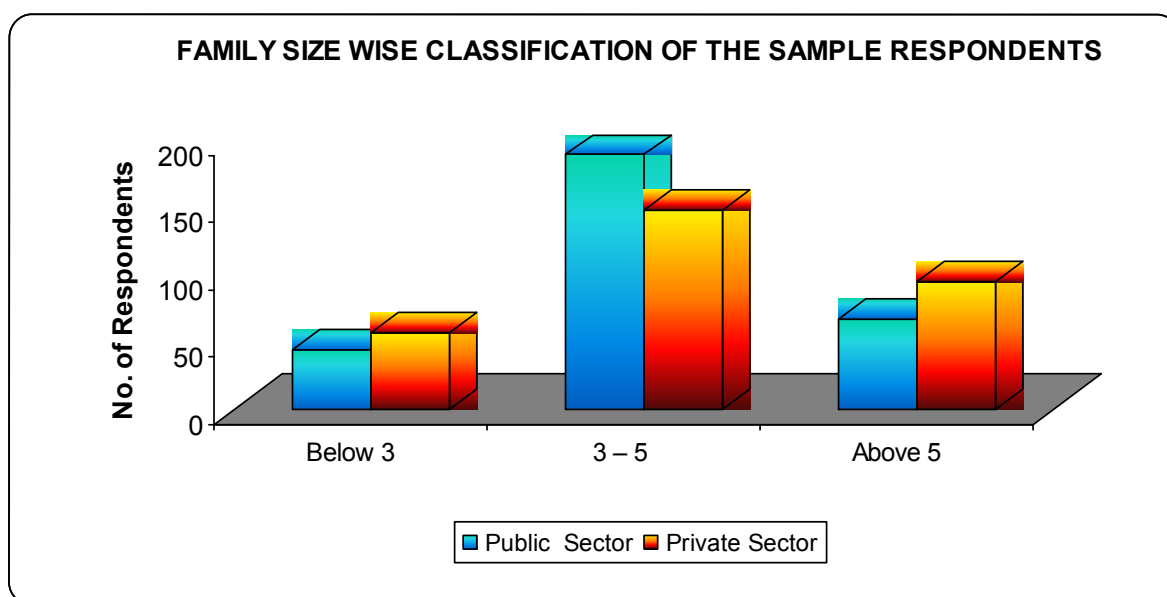
Note : Figures within parentheses represent percentage to total.

It is portrayed from Table 4.7 that out of the 600 total women employees, 337 (56.70 per cent) come under the family size category of 3-5 members and it is followed by above 5 members and below 3 members which constitute 27.00 per cent and 16.80 per cent respectively.

In case of public sector organizations, out of 300 sample women employees, 189 (63.00 per cent) come under the family size category of 3-5 members, 67 (22.30 per cent) are under the category of above 5 members and 44 (14.70 per cent) are under the category of below 3 members.

In case of private sector organizations, out of 300 sample women employees, 148 (49.30 per cent) are under the family size category of 3-5 members and it is followed by above 5 and below 3 members which constitute 31.70 per cent and 19.00

per cent respectively. It is concluded that the majority of the women employees who are working in public and private sectors organizations are under the family size category of three to five members in the study area.



4.1.8. Educational Qualification-wise Classification of the respondents

In recent years, women's participation in economic activities has been increasing because of their educational level. To find out the literacy level of the women employees who are working in service sector organizations, data are collected and tabulated. Table 4.8 furnished the details about the the distribution of the sample women respondents according to their educational qualification.

TABLE 4.8
EDUCATIONAL QUALIFICATION-WISE CLASSIFICATION OF THE RESPONDENTS

Sl. No.	Educational Qualification	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Schooling	--	83 (27.70)	83 (13.80)
2.	Graduate	186 (62.00)	151 (50.30)	337 (56.20)
3.	Post Graduate	72 (24.00)	44 (14.70)	116 (19.30)
4.	Others	42 (14.00)	22 (7.30)	64 (10.70)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

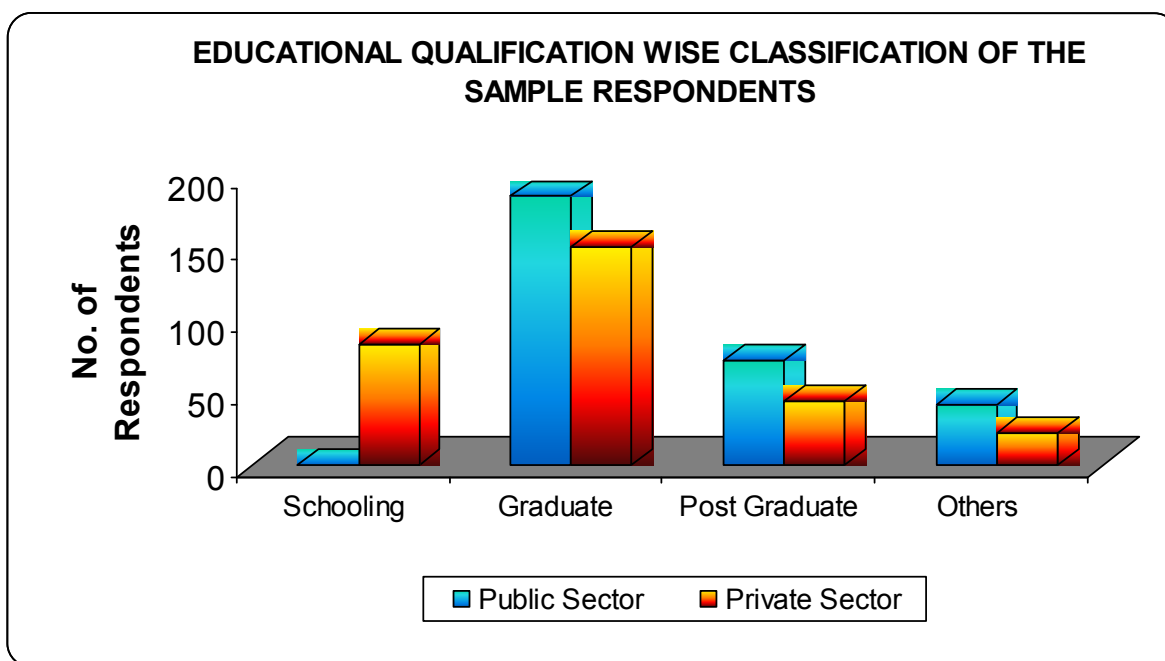
Note : Figures within parentheses represent percentage to total.

Table 4.8 depicts that out of the 600 total women employees, the majority (56.20 per cent) of them studied upto graduate level and it is followed by post-graduate, upto schooling level and others which constitute 19.30 per cent, 13.80 per cent and 10.70 per cent respectively.

In case of public sector organizations, out of 300 sample women employees, 186 (62.00 per cent) studied upto graduate level, 72 (24.00 per cent) studied upto post-graduate level and 42 (14.00 per cent) come under the category of others.

In case of private sector organizations, out of 300 sample women employees, 151 (50.30 per cent) studied upto graduate level and it followed by the upto school level, post graduate level and others which constitute 27.70 per cent, 14.70 per cent

and 7.30 per cent respectively. It is concluded that the majority of the women employees who are working in public and private sectors organizations studied upto graduate level in the study area.



4.1.9. Classification on the basis of Monthly Salary of the Respondents

The performance of women employees depends on the income level apart from the other variables. Under this backdrop, the researcher has taken efforts to classify the sample respondents based on their monthly salary. Table 4.9 shows the classification of women employees based on their monthly salary.

TABLE 4.9
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF
MONTHLY SALARY

Sl. No.	Monthly Salary	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Less than Rs.5000	--	215 (71.70)	215 (35.80)
2.	5000 – 10000	83 (27.70)	81 (27.00)	164 (27.30)
3.	10000 – 15000	142 (47.30)	4 (1.30)	146 (24.30)
4.	15000 and above	75 (25.00)	--	75 (12.50)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

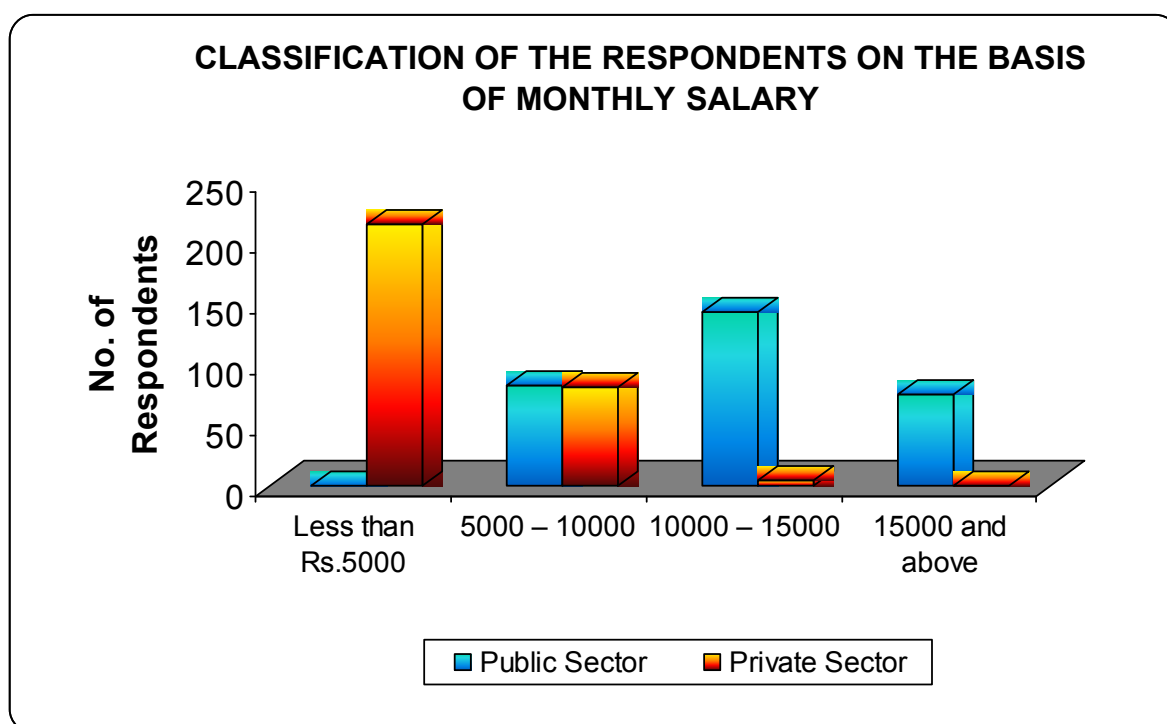
Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is observed from Table 4.9 that out of the 600 total women employees, 215 (35.80 per cent) of them earned monthly salary of less than Rs.5000 and it is followed by the salary group such as Rs.5000-10000, Rs.10000-15000 and Rs.15000 and above which constitute 27.30 per cent, 24.30 per cent and 12.50 per cent respectively.

In case of public sector organizations, out of 300 sample women employees, 142 (47.30 per cent) of them earned monthly salary of Rs.10000-15000 and it is followed by the salary group of Rs.5000-10000 and Rs.15000 and above which constitute 27.70 per cent and 25.00 per cent respectively.

In case of private sector organizations, out of 300 sample women employees, 215 (71.70 per cent) of them earned monthly salary of less than Rs.5000 and it followed by the salary group of Rs.5000-10000 and Rs.10000-15000 which constitute 27.00 per cent and 1.30 per cent respectively. It is concluded that the majority of the women employees who are working in public and private sectors organizations earned monthly salary of Rs.10000-15000 and less than Rs.5000 respectively.



4.1.10. Classification on the basis of Total Family Income Per Month

The details about the distribution of the sample women respondents according to their total family income per month are presented in Table 4.10.

TABLE 4.10

CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF TOTAL FAMILY INCOME PER MONTH

Sl. No.	Total Family Income	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Less than Rs.10000	2 (0.70)	63 (21.00)	65 (10.80)
2.	10000 – 20000	42 (14.00)	156 (52.00)	198 (33.00)
3.	20000 – 35000	151 (50.30)	74 (24.70)	225 (37.50)
4.	30000 and above	105 (35.00)	7 (2.30)	112 (18.70)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

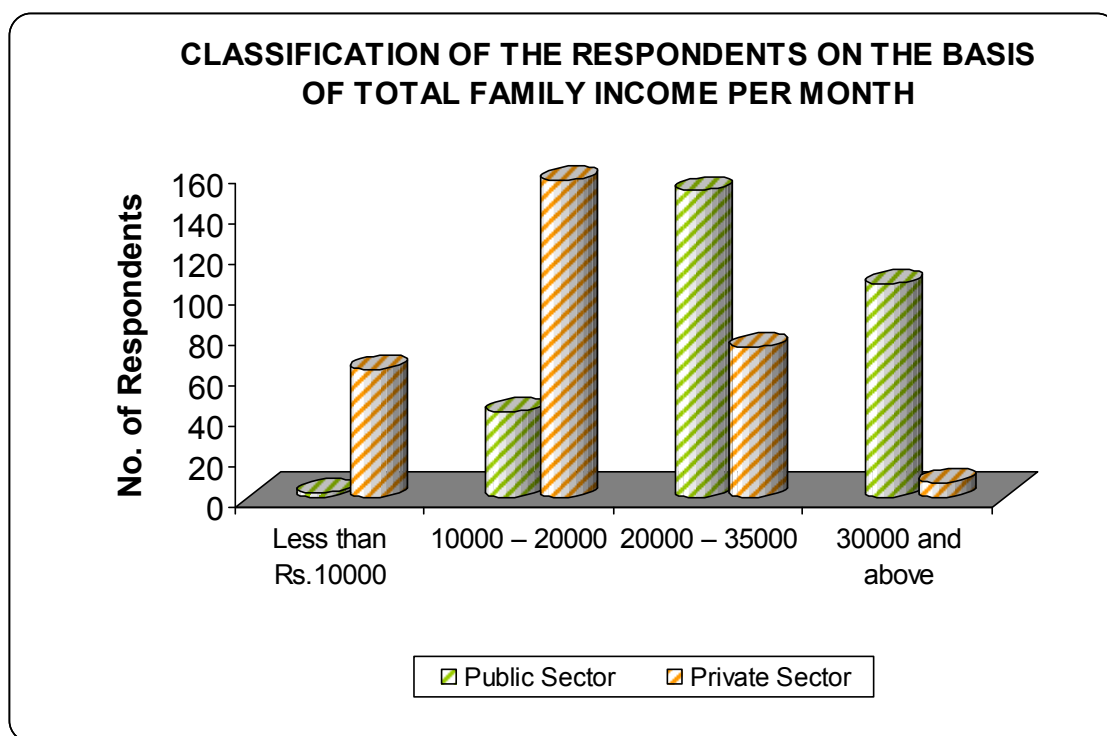
Note : Figures within parentheses represent percentage to total.

It is found from Table 4.10 that out of the 600 total women employees, 225 (37.50 per cent) of them earned total family income per month of. Rs.20000-30000 and it is followed by the income group such as Rs.10000-20000, Rs..30000 and above and less than Rs.10000 which constitute 33.00 per cent, 18.70 per cent and 10.80 per cent respectively.

In case of public sector organizations, out of 300 sample women employees, 151 (50.30 per cent) of them earned total family income per month of Rs.20000-

30000 and it is followed by the salary group of Rs.30000 and above, Rs.10000-20000 and less than Rs.10000 which constitute 35.00 per cent, 14.00 per cent and 0.70 per cent respectively.

In case of private sector organizations, out of 300 sample women employees, 156 (52.00 per cent) of them earned total family income per month of Rs.10000-20000 and it followed by the income group of Rs.20000-30000, less than Rs.10000 and Rs.30000 and above which constitute 24.70 per cent, 21.00 per cent and 2.30 per cent respectively. It is concluded that the majority of the women employees who are working in public and private sectors organizations earned total monthly income of Rs. 20000-30000 and Rs.10000-20000 respectively.



4.2 EMPLOYMENT PARTICULARS OF WOMEN WORKERS

4.2.1. Classification on the basis of Working Sector

Table 4.11 presents the distribution of the sample women respondents on the basis of working sector.

TABLE 4.11

CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF WORKING SECTOR

Sl. No.	Sectors	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Banking	100 (33.30)	100 (33.30)	200 (33.30)
2.	Telecommunication	100 (33.30)	100 (33.30)	200 (33.30)
3.	Postal	100 (33.30)	100 (33.30)	200 (33.30)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

Table 4.11 shows that out of the 600 total women employees, 200 (33.30 per cent) each of them come under the category of banking, telecommunication and postal service sectors respectively. In case of public sector and private sectors out of each 300 employees, 100 employees (33.30 per cent) each of them come under the category of banking, telecommunication and postal service sectors respectively.

4.2.2. Classification on the basis of Nature of Employment

The distribution of the sample women employees on the basis of nature of employment are presented in Table 4.12.

TABLE 4.12

CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF NATURE OF EMPLOYMENT

Sl. No.	Nature of Employment	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Temporary	87 (29.00)	155 (51.70)	242 (40.30)
2.	Permanent	213 (71.00)	127 (42.3)	340 (56.70)
3.	Casual	--	18 (6.00)	18 (3.00)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

Table 4.12 reveals that out of the 600 total women employees, 340 (56.70 per cent) of them come under the category of permanent and it followed by temporary and casual which constitute 40.30 per cent and 3.00 per cent respectively. In case of public sector, out of 300 employees, 213 (71.00 per cent) are permanent and the remaining 87 (29.00 per cent) are temporary. In case of private sector, out of 300 employees, 155 (51.70 per cent) are temporary and it is followed by permanent and casual which constitute 42.30 per cent and 6.00 per cent respectively.

4.2.3. Experience-wise Classification

Table 4.13 shows the distribution of the sample women respondents on the basis of their experience.

TABLE 4.13

CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF THEIR EXPERIENCE

Sl. No.	Experience in Years	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Below 5	105 (35.00)	176 (58.70)	281 (46.80)
2.	5 – 10	68 (22.70)	91 (30.30)	159 (26.50)
3.	11 – 15	75 (25.00)	33 (11.00)	108 (18.00)
4.	16 – 20	24 (8.00)	--	24 (4.00)
5.	Above 20	28 (9.30)	--	28 (4.70)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is portrayed from Table 4.13 that out of the 600 total women employees, 281 (46.80 per cent) of them have experience of below 5 years and it followed by the experience of 5-10 years, 11-15 years, above 20 years and 16-20 years which constitute 26.50 per cent, 18.00 per cent, 4.70 per cent and 4.00 per cent respectively. In case of public sector, out of 300 employees, 105 (35.00 per cent) of them have the experience of below 5 years and it is followed by 11-15 years, 5-10 years, above 20 years and 16-20 years which constitute 25.00 per cent, 22.70 per

cent, 9.30 per cent and 8.00 per cent. In case of private sector, out of 300 employees, 176 (58.70 per cent) of them have the experience of below 5 years and it is followed by 91 (30.30 per cent) have 5-10 years and 33 (11.00 per cent) have 11-15 years of experience. .

4.2.4. Classification on the basis of Experience in Other jobs

Table 4.14 shows the distribution of the sample women employees on the basis of experience in other jobs.

TABLE 4.14

CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF EXPERIENCE ON THE OTHER JOBS

Sl. No.	Experience	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Yes	170 (56.70)	178 (59.30)	348 (58.00)
2.	No	130 (43.30)	122 (40.70)	252 (42.00)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

Table 4.14 shows that out of the 600 total women employees, majority (58.00 per cent) of them have the experience in other jobs and the remaining are not have any experience in other jobs. The same trend is also followed in public and private sector organizations in Tirunelveli district.

4.2.5. Classification on the basis of Job Mobility

The distribution of the sample women employees on the basis of their job mobility are given in Table 4.15.

TABLE 4.15

**CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF THEIR
JOB MOBILITY**

Sl. No.	Job Mobility	Number of Respondents		
		Public Sector	Private Sector	Total
1.	No change	130 (43.30)	122 (40.70)	252 (42.00)
2.	One time	134 (44.70)	123 (41.00)	257 (42.80)
3.	Two time	36 (12.00)	52 (17.30)	88 (14.70)
4.	Three or more	--	3 (1.00)	3 (0.50)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is observed from Table 4.15 that out of the 600 total women employees, 257 (42.80 per cent) are changed the job at one time and it followed by two times and three or more which constitute 14.70 per cent and 0.50 per cent respectively. The same trend is also followed in public and private sector organizations in Tirunelveli district.

4.2.6. Classification on the basis of Reasons for Job Mobility

Table 4.16 presents the distribution of the sample women respondents on the basis of the reasons for job mobility..

TABLE 4.16
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF THE REASONS
FOR JOB MOBILITY

Sl. No.	Reasons	Number of Respondents		
		Public Sector	Private Sector	Total
1.	No change	130 (43.30)	122 (40.70)	252 (42.00)
2.	Temporary nature of job	20 (6.70)	4 (1.30)	24 (4.00)
3.	Low Salary	43 (14.30)	55 (18.30)	98 (16.30)
4.	Away from residence	17 (5.70)	35 (11.70)	52 (8.70)
5.	Unrelated to professional qualification	26 (8.70)	19 (6.30)	45 (7.50)
6.	Work organization dissolved	5 (1.70)	6 (2.00)	11 (1.80)
7.	Got more secure and better paid job	29 (9.70)	30 (10.00)	59 (9.80)
8.	Transfer of spouse	4 (1.30)	5 (1.70)	9 (1.50)
9.	Maternity problems	2 (0.70)	--	2 (0.30)
10.	Care of infants	5 (1.70)	8 (2.70)	13 (2.20)
11.	Job was in private sector	17 (5.70)	3 (1.00)	20 (3.30)
12.	Uncongenial atmosphere for women	2 (0.70)	13 (4.30)	15 (2.50)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is depicted from Table 4.16 that out of the 600 total women employees, 98 (16.30 per cent) are changed the job due to low salary and it is followed by got more

secure and better paid job, away from residence and so on. In case of public sector, out of 300 employees, 43 (14.30 per cent) are changed the job due to low salary and it is followed by got more secure and better paid job, unrelated to professional qualification and so on. In case of private sector, out of 300 employees, 55 (18.30 per cent) are changed the job due to low salary and it is followed by the reason such as away from residence, got more secure and better paid job.

4.2.7 Classification on the basis of Reasons for Selection of this Particular Job

The distribution of the sample women employees on the basis of reasons for selection of this particular job are given in Table 4.17.

TABLE 4.17
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF THE REASONS FOR SELECTION OF THIS PARTICULAR JOB

Sl. No.	Reasons	Number of Respondents		
		Public Sector	Private Sector	Total
1.	More wages	184 (61.30)	144 (48.00)	328 (54.70)
2.	Neighbours and friends are working	35 (11.70)	59 (19.70)	94 (15.70)
3.	No other job was available	24 (8.00)	33 (11.00)	57 (9.50)
4.	Organization owner called you	--	12 (4.00)	12 (2.00)
5.	Less effort	47 (15.70)	40 (13.30)	87 (14.50)
6.	Any other	10 (3.30)	12 (4.00)	22 (3.70)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is understood from Table 4.17 that out of the 600 total women employees, 328 (54.70 per cent) are selected this particular job due to more salary and it is followed by the reasons such as neighbours and friends are working, less effort, no other job was available, organization owners' offer and other reasons. In case of public sector, out of 300 employees, 184 (61.30 per cent) are selected this particular job due to more salary and it is followed by the reasons such as less effort, neighbours and friends are working, no other job was available and other reasons. In case of private sector, out of 300 employees, 144 (48.00 per cent) are selected this particular job due to more salary and it is followed by the reason such as neighbours and friends are working, less effort, no other job was available, organization owners' offer and any other reasons.

4.2.8 Classification on the basis of Reasons for take up employment

Table 4.18 shows the distribution of the sample women employees on the basis of reasons for take up employment.

TABLE 4.18
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF THE
REASONS FOR TAKE UP EMPLOYMENT

Sl. No.	Reasons	Number of Respondents		
		Public Sector	Private Sector	Total
1.	To earn livelihood	41 (13.70)	41 (13.70)	82 (13.70)
2.	To supplement family income	76 (25.30)	125 (41.70)	201 (33.50)
3.	To become economically independent	101 (33.70)	54 (18.00)	155 (25.80)
4.	Interest in this service	59 (19.70)	43 (14.30)	102 (17.00)
5.	To satisfy quest for knowledge	23 (7.70)	26 (8.70)	49 (8.20)
6.	Disinterest in studies	--	9 (3.00)	9 (1.50)
7.	Unemployment of husband	--	--	--
8.	Forced by parents/husband	--	2 (0.70)	2 (0.30)
9.	To utilize leisure time	--	--	--
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

Table 4.18 portrays that out of the 600 total women employees, 201 (33.50 per cent) are take up this employment due to supplement family income and followed by to become economically independent and interest in this service which constitute 25.80 per cent and 17.00 per cent respectively. In case of public sector, out of 300 employees, 101 (33.70 per cent) are take up this employment due to become

economically independent followed by to supplement family income and interest in service. In case of private sector, out of 300 employees, 125 (41.70 per cent) are take up this employment due to supplement family income followed by to become economically independent and interest in this service.

4.2.9 Classification on the basis of Motivation for take up employment

Table 4.19 gives the details about the distribution of the sample women employees on the basis of motivation for take up this employment.

TABLE 4.19
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF
MOTIVATION FOR TAKE UP EMPLOYMENT

Sl. No.	Source	Number of Respondents		
		Public Sector	Private Sector	Total
1.	On advice from your parents / husband	134 (44.70)	115 (38.30)	249 (41.50)
2.	On advice from others	36 (12.00)	53 (17.70)	89 (14.80)
3.	Any one else	130 (43.30)	132 (44.00)	262 (43.70)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is illustrated from Table 4.19 that out of the 600 total women employees, 262 (43.70 per cent) are motivated for take up this employment any one else and it is followed by on advice from parents/husband and advice from others which constitute

41.50 per cent and 14.80 per cent respectively. In case of public sector, 134 (44.70 per cent) are motivated by the advice from parents/husband followed by any one else and advice from others. In case of private sector, 132 (44.00 per cent) are motivated by any one else followed by advice from parents/husband and advice from others.

4.2.10 Classification on the basis of Benefits in Employment

Table 4.20 presents the distribution of the sample women employees on the basis of benefits in employment.

TABLE 4.20
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF
BENEFITS IN EMPLOYMENT

Sl. No.	Source	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Supplementary income	55 (18.30)	77 (25.70)	132 (22.00)
2.	Improved standard of living	146 (48.70)	140 (23.30)	286 (47.70)
3.	To utilize leisure time	10 (3.30)	26 (8.70)	36 (6.00)
4.	Independent income	89 (29.70)	57 (19.00)	146 (24.30)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is found from Table 4.20 that out of the 600 total women employees, 286 (47.70 per cent) are benefited in employment by way of improved standard of living followed by independent income, supplementary income and to utilize leisure time.

In case of public sector, 146 (48.70 per cent) are benefited in employment by way of improved standard of living followed by independent income, supplementary income and to utilize leisure time. In case of private sector, 140 (23.30 per cent) are benefited in employment by way of improved standard of living followed by supplementary income, independent income and to utilize leisure time.

4.2.11 Classification on the basis of their Occupational Status

Table 4.21 furnishes the data relating to the distribution of the sample women employees on the basis of their occupational status.

TABLE 4.21
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF THEIR OCCUPATIONAL STATUS

Sl. No.	Status	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Skilled	156 (52.00)	103 (34.30)	259 (43.20)
2.	Semi Skilled	144 (48.00)	182 (60.7)	326 (54.30)
3.	Unskilled	--	15 (5.00)	15 (2.50)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

Table 4.21 reveals that out of the 600 total women employees, 326 (54.30 per cent) are semi-skilled workers followed by skilled and unskilled category which constitute 43.20 per cent and 2.50 per cent respectively. In case of public sector, out

of 300 employees, 156 (52.00 per cent) are skilled and the remaining 144 (48.00 per cent) are semi-skilled. In case of private sector, out of 300 employees, 182 (60.70 per cent) are semi-skilled followed by skilled and unskilled which constitute 34.30 per cent and 5.00 per cent respectively.

4.2.12 Classification on the basis of Hours of Work per day

Table 4.22 shows the distribution of the sample women employees on the basis of hours of work per day.

TABLE 4.22
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF HOURS
OF WORK PER DAY

Sl. No.	Hours of Work	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Below 8	154 (51.30)	48 (16.00)	202 (33.70)
2.	8 – 10	139 (46.30)	173 (57.7)	312 (52.00)
3.	Above 10	7 (2.30)	79 (26.30)	86 (14.30)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is found from Table 4.22 that out of the 600 total women employees, 312 (52.00 per cent) are worked upto 8 – 10 hours per day followed by below 8 hours and above 10 hours which constitute 33.70 per cent and 14.30 per cent respectively. In case of public sector, out of 300 employees, 154 (51.30 per cent) are worked upto

below 8 hours followed by 8-10 hours and above 10 hours. In case of private sector, out of 300 employees, 173 (57.70 per cent) are worked upto 8-10 hours followed by above 10 hours and below 8 hours.

4.2.13 Classification on the basis of Getting Incentives or Bonus

Table 4.23 presents the distribution of the sample women employees on the basis of getting incentives or bonus.

TABLE 4.23
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF GETTING
INCENTIVES OR BONUS

Sl. No.	Opinion	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Yes	218 (72.70)	228 (76.00)	446 (74.30)
2.	No	82 (27.30)	72 (24.00)	154 (25.70)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is inferred from Table 4.23 that out of the 600 total women employees, the majority (74.30 per cent) of them are getting incentives or bonus. In case of public sector, out of 300 employees, 218 (72.70 per cent) are getting incentives or bonus whereas in private sectors, 228 (76.00 per cent) are getting incentives or bonus.

4.2.14 Classification on the basis of Reasons for Getting Incentives or Bonus

The data relating to the distribution of the sample women employees on the basis of reasons for getting incentives or bonus are shown in Table 4.24.

TABLE 4.24
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF REASONS
FOR GETTING INCENTIVES OR BONUS

Sl. No.	Reasons	Number of Respondents		
		Public Sector	Private Sector	Total
1.	No	82 (27.30)	72 (24.00)	154 (25.60)
2.	Sex / Age	--	11 (3.60)	11 (1.80)
3.	Experience	194 (64.70)	172 (57.40)	366 (61.10)
4.	Number of hours worked per day	14 (4.70)	45 (15.00)	59 (9.80)
5.	Any other	10 (3.30)	--	10 (1.70)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

It is understood from Table 4.24 that out of the 600 total women employees, the majority (61.10 per cent) of them are getting incentives or bonus due to their experience. The same trend is also followed in both public and private sectors which constitute 64.70 per cent and 57.40 per cent respectively.

4.2.15 Classification on the basis of Proportion of Pay with Work

Table 4.25 shows the distribution of the sample women employees on the basis of proportion of pay with work.

TABLE 4.25
CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF
PROPORTION OF PAY WITH WORK

Sl. No.	Opinion	Number of Respondents		
		Public Sector	Private Sector	Total
1.	Yes	203 (67.70)	118 (39.30)	321 (53.50)
2.	No	97 (32.30)	182 (60.70)	279 (46.50)
	Total	300 (100.00)	300 (100.00)	600 (100.00)

Source: Primary data.

Note : Figures within parentheses represent percentage to total.

Table 4.25 shows that out of the 600 total women employees, the majority (53.50 per cent) of them are paid salary on the basis of proportion of pay with work. In case of public sector, 203 (67.70 per cent) of them are paid on the basis of proportion of pay with work. But in the case of private sector, 182 (60.70 per cent) of them are not paid on the basis of proportion of pay with work.

4.3. LEVEL OF JOB SATISFACTION OF EMPLOYEES OF PUBLIC AND PRIVATE SECTORS

Job satisfaction is an attitude which results from balancing and summation of many specific likes and dislike experienced in connection with the job. The evaluations may rest largely upon one's success or failure in the achievement of personal objective and upon the perceived combination of the job and company towards their ends¹.

Job satisfaction refers to an individual's positive emotional reactions to a particular job. It is an effective reaction to a job that results from the persons comparison of actual outcomes with those that are desired, anticipated, or deserved².

Job satisfaction is the favourableness or unfavourableness with which employees view their work. Employees' attitudes are important to the management because they affect organisational behaviour. The relationship between job and life is complex depending on personality factors like job and the socio-economic background. Hence, it is essential to analyse how socio-economic background affects

¹R.P. Bullock, "Social Factors Related to Job Satisfaction", *Research Monograph*, Ohio University, Columbus, 1952, pp.207-217.

²Wanovs, J.P. and E.D. Lawler III, "Measurement and Meaning of Job Satisfaction" *Journal of Applied Psychology*, 56 (2), 1972 , pp. 95-105.

the job satisfaction of employees particularly of the private and public sector organisations.

In this section an attempt is made to examine the relationship between job satisfaction and the employees' socio economic characteristics such as age, religion, marital status, type of family, family size, educational qualification, monthly salary and total monthly family income of public and private sector organizations in Tirunelveli district.

4.3.1 Analytical Framework

In this study the job satisfaction of employees is classified into three categories, namely high level, medium level and low level for analytical purposes. The level of job satisfaction has been determined by the score values calculated for 46 statements on job satisfaction by adopting the scaling technique while the score values $\geq (\bar{X} + S.D.)$ and score values $\geq (\bar{X} - S.D.)$ have been classified respectively as the high level of job satisfaction and the low level of job satisfaction, the score values in between $(\bar{X} + S.D.)$ and $(\bar{X} - S.D.)$ have been classified as the medium level of job satisfaction. \bar{X} and S.D. being the arithmetic mean and standard deviation respectively calculated from the score values of the 300 employees-respondents each for public and private sector employees.

4.3.2 Public Sector Employees

$(\bar{X} + S.D) (79.82 + 11.58) = 91.40 \approx 91$ and above = High level satisfaction.

$(\bar{X} - S.D.) (79.82 - 11.58 = 68.24 \approx 68$ and below = Low level satisfaction.

$(\bar{X} - S.D)$ between $(\bar{X} + S.D) =$ between 91 and 68 = Medium level satisfaction.

4.3.3 Private Sector Employees

$(\bar{X} + S.D) = (74.35 + 10.73) = 85.08 \approx 85$ and above = High level satisfaction.

$(\bar{X} - S.D) = (74.35 - 10.73) = 63.62 \approx 64$ and below = Low level satisfaction.

$(\bar{X} - S.D)$ between $(\bar{X} + S.D.) =$ between 85 and 64 = Medium level satisfaction.

For testing the relationship between the employees the socio-economic background and their level of job satisfaction, the Chi-Square test has been employed.

For computing the Chi-Square test the following formula has been used.

$$\chi^2 = \sum \frac{(O-E)^2}{E} \text{ with } (r-1) (c-1) \text{ degree of freedom.}$$

Where

O = Observed frequency

E = Expected frequency

c = Number of columns in a contingency table

r = Number of rows in a contingency table.

The calculated value of the Chi-Square is measured with the table value of the Chi-square for the given level of significance (usually at the 5 per cent level). If at the stated level the calculated value is less than the table value the null hypothesis is accepted and otherwise it is rejected.

4.4 LEVELS OF JOB SATISFACTION

The levels of job satisfaction of the 300 sample respondents each from public and private sector organizations in Tirunelveli District are given in Table 4.26.

TABLE 4.26

LEVEL OF JOB SATISFACTION

Sl. No.	Level of Job Satisfaction	Public Sector		Private Sector	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1.	High	89	29.70	30	10.00
2.	Medium	176	58.60	194	64.70
3.	Low	35	11.70	76	25.30
	Total	300	100.00	300	100.00

It is clear from Table 4.26 that out of the 300 public sector employees, 89 (29.70 per cent) came under the category of high level of job satisfaction and 35 (11.70 per cent) came under the category of low level of job satisfaction. But nearly 176 (58.60 per cent) of the sample respondents from public sector had medium level of job satisfaction.

In the case of public sector, out of the 300 employees, 30 (10.00 per cent) were in the category of high level of job satisfaction, 194 (64.70 per cent) came under the category of medium level of job satisfaction whereas 76 (25.30 per cent) respondents had a low level of job satisfaction.

Relationship Between Socio-Economic Factors and Levels of Job Satisfaction

In this section, an attempt is made to analyse the relationship between employees' socio-economic background and their levels of job satisfaction by using the Chi-Square test.

4.4.1. Age and Level of Job Satisfaction

Age is one of the important factors in determining the job satisfaction of employees. Table 4.27 shows the age and level of job satisfaction of employees of public and private sector organizations.

TABLE 4.27
AGE AND LEVEL OF JOB SATISFACTION OF SAMPLE RESPONDENTS

Sl. No.	Age in Years	Public Sector				Private Sector			
		Level of Satisfaction			Total	Level of Satisfaction			Total
		High	Medium	Low		High	Medium	Low	
1.	Below 25	7 (7.90)	39 (22.20)	5 (14.30)	51 (17.00)	14 (46.70)	60 (30.90)	17 (22.40)	91 (30.30)
2.	25 – 30	18 (20.20)	37 (21.00)	3 (8.60)	58 (19.30)	11 (36.70)	76 (39.20)	20 (26.30)	107 (35.70)
3.	31 – 35	23 (28.80)	47 (26.70)	14 (40.00)	84 (28.00)	3 (10.00)	38 (19.60)	17 (22.40)	58 (19.30)
4.	36 – 40	25 (28.10)	28 (15.90)	8 (22.90)	61 (20.30)	2 (6.70)	17 (8.80)	19 (25.00)	38 (12.70)
5.	41 – 45	5 (5.60)	14 (8.00)	1 (2.90)	20 (6.70)	--	3 (1.50)	3 (3.90)	6 (2.00)
6.	Above 45	11 (12.40)	11 (6.30)	4 (11.40)	26 (8.70)	--	--	--	--
	Total	89 (100)	176 (100)	35 (100)	300 (100)	30 (100)	194 (100)	76 (100)	300 (100)

Source: Primary data.

Note : Figures in brackets denote percentages.

Table 4.27 shows that out of the 89 public sector employees with high level of job satisfaction, 25 (28.10 per cent) are in the age group of 36-40 years, 23 (28.80 per cent) in the age group of 31-35 years, 18 (20.20 per cent) in the age group of 25-30 years, 11 (12.40 per cent) in the age group of above 45 years, 7 (7.90 per cent) in the age group of below 25 years and only 5 (5.60 per cent) are in the age group of 41-45 years. It also shows that out of the 176 employees with medium level of job satisfaction, 47 (26.70 per cent) are in the age group of 31-35 years and it followed by 39 (22.20 per cent) in the age group of below 25 years, 37 (21.00 per cent) in the age group of 25-30 years, 28 (15.90 per cent) in the age group of 36-40 years,

14 (8.00 per cent) in the age group of 41-45 years and 11 (6.30 per cent) are in the age group of above 45 years. Further, it shows that out 35 employees with low level of job satisfaction, 14 (40.00 per cent) are in the age group of 31-35 years and it followed by 8 (22.90 per cent) in the age group of 36-40 years, 5 (14.30 per cent) in the age group of below 25 years, 4 (11.40 per cent) in the age group of above 45 years, 3 (8.60 per cent) in the age group of 25-30 years and only 1 (2.90 per cent) are in the age group of 41-45 years.

In case of private organisations, out of the 30 employees with high level of job satisfaction, 14 (46.70 per cent) are in the age group of below 25 years followed by 11 (36.70 per cent) in the age group of 25-30 years, 3 (10.00 per cent) in the age group of 31-35 years and only 2 (6.70 per cent) in the age group of 36-40 years. It also shows that out of the 194 employees with medium level of job satisfaction, 76 (39.20 per cent) are in the age group of 25-30 years and it followed by 60 (30.90 per cent) in the age group of below 25 years, 38 (19.60 per cent) in the age group of 31-35 years, 17 (8.80 per cent) in the age group of 36-40 years and only 3 (1.50 per cent) in the age group of 41-45 years. Further, it shows that out 76 employees with low level of job satisfaction, 20 (26.30 per cent) are in the age group of 25-30 years and it followed by 19 (25.00 per cent) in the age group of 36-40 years, 17(22.40 per cent) each in the age group of below 25 years and 31-35 years and only 3 (3.90 per cent) in the age group of 41-45 years.

In order to test the relationship between the age and the level of job satisfaction of the employees, the following null hypothesis was formulated; “The level of job satisfaction is independent of age”. The Chi-Square test was applied to examine the null hypothesis and the computed results are given in Table 4.28.

TABLE 4.28
AGE AND LEVEL OF JOB SATISFACTION – CHI-SQUARE TEST

Sl.No.	Particulars	Employees	
		Public Sector	Private Sector
1.	Calculated Value of Chi-square	20.4008	23.0660
2.	Table Value of Chi-square at 5% level	18.307	15.507
3.	Degrees of Freedom	10	8
	Inference	Significant	Significant

Table 4.28 shows that the calculated chi-square test values are greater than the table value in respect to both private and public sector employees. Therefore, the null hypothesis is rejected for both sectors. Hence it could be concluded that the age factor influences the job satisfaction of public and public sector employees.

4.4.2. Religion and Level of Job Satisfaction

Generally, the religion is classified into three categories such as Hindus, Muslims and Christians. The relationship between religion and level of job satisfaction of the respondents are given in Table 4.29.

TABLE 4.29
RELIGION AND LEVEL OF JOB SATISFACTION
OF SAMPLE RESPONDENTS

Sl. No.	Family Size	Public Sector				Private Sector			
		Level of Satisfaction			Total	Level of Satisfaction			Total
		High	Medium	Low		High	Medium	Low	
1.	Hindu	57 (64.00)	117 (66.50)	28 (80.00)	202 (67.30)	21 (70.00)	130 (67.00)	55 (72.40)	206 (68.70)
2.	Muslim	7 (7.90)	16 (9.10)	2 (5.70)	25 (8.30)	4 (13.30)	17 (8.80)	5 (6.60)	26 (8.70)
3.	Chistian	25 (28.10)	43 (24.40)	5 (14.30)	73 (24.30)	16 (16.70)	47 (24.20)	16 (21.00)	68 (22.60)
	Total	89 (100)	176 (100)	35 (100)	300 (100)	30 (100)	194 (100)	76 (100)	300 (100)

Source: Primary data.

Note : Figures in brackets denote percentages.

Table 4.29 reveals that out of the 89 public sector employees with high level of job satisfaction, 57 (64.00 per cent) are in the category of Hindu followed by Christian and Muslim which constitute 28.10 per cent and 7.90 per cent respectively. In the case of medium level of job satisfaction, out of 176 employees, 117 (66.50 per cent) are in the category of Hindu and it is followed by Christian and Muslim which constitute 24.40 per cent and 9.10 per cent respectively. Further out of the 35 employees with low level of job satisfaction, 28 (80.00 per cent) are Hindus followed by Christian and Muslim which constitute 14.30 per cent and 5.70 per cent respectively.

In the case of the private sector employees with high level of job satisfaction, 21 (70.00 per cent) out of 30 employees are Hindus followed by Christian and Muslim which constitute 16.70 per cent and 13.30 per cent respectively. Out of the 194 employees, 130 (67.00 per cent) are Hindus, 47 (24.20 per cent) are Christian and 17(8.80 per cent) are Muslim under the medium level of satisfaction. Further it shows that out of the 76 employees with low level of job satisfaction, 55 (72.40 per cent) are Hindus followed by Christian and Muslim which constitute 21.00 per cent and 6.60 per cent respectively.

In order to test the relationship between the religion and the level of job satisfaction of the employees, the following hypothesis was formulated; “The religion does not influence the level of job satisfaction”. The computed Chi-square test is shown in Table 4.30.

TABLE 4.30
RELIGION AND LEVEL OF JOB SATISFACTION –
CHI-SQUARE TEST

Sl.No.	Particulars	Employees	
		Public Sector	Private Sector
1.	Calculated Value of Chi-square	3.3977	2.1472
2.	Table Value of Chi-square	9.49	9.49
3.	Degrees of Freedom	4	4
	Inference	Not Significant	Not Significant

It is clear from Table 4.30 that in the case of both public and private sector employees, the calculated chi-square value is less than table value. Hence the null hypothesis is accepted. Thus, the religion does not influence on the job satisfaction of both public and private sector employees.

4.4.3. Marital Status and Level of Job Satisfaction

The level of job satisfaction may also depend upon the marital status. Hence, an attempt is made to study the relationship between the marital status and the level of job satisfaction of public and private sector employees. Table 4.31 shows the marital status of the sample respondents and their level of job satisfaction.

TABLE 4.31
MARITAL STATUS AND LEVEL OF JOB SATISFACTION OF
SAMPLE RESPONDENTS

Sl. No.	Marital Status	Public Sector				Private Sector			
		Level of Satisfaction			Total	Level of Satisfaction			Total
		High	Medium	Low		High	Medium	Low	
1.	Married	64 (71.90)	108 (61.30)	25 (71.40)	197 (65.70)	14 (46.70)	112 (57.70)	48 (63.20)	174 (58.00)
2.	Unmarried	19 (21.40)	58 (33.00)	7 (20.00)	84 (28.00)	15 (50.00)	80 (41.20)	23 (30.30)	118 (39.30)
3.	Widow/ Separated	6 (6.70)	10 (5.70)	3 (8.60)	19 (6.30)	1 (3.30)	2 (1.10)	5 (6.60)	8 (2.70)
	Total	89 (100)	176 (100)	35 (100)	300 (100)	30 (100)	194 (100)	76 (100)	300 (100)

Source: Primary data.

Note : Figures in brackets denote percentages.

It is found from Table 4.31 that out of the 89 employees of the public sector organizations with high level of job satisfaction, 64 (71.90 per cent) are married, 19 (21.40 per cent) are unmarried and 6 (6.70 per cent) are widow/separated. Out of the 176 employees with medium level of job satisfaction, 108 (61.30 per cent) are married, 58 (33.00 per cent) are unmarried and 10 (5.70 per cent) are widow/separated. Out of the 35 employees with low level of job satisfaction, 25 (71.40 per cent) are married, 7 (20.00 per cent) are unmarried and 3 (8.60 per cent) are widow/separated category.

It is observed that out of the 30 employees of the private sector organizations with high level of job satisfaction, 15 (50.00 per cent) are unmarried, 14 (46.70 per cent) are married and only one (3.30 per cent) is widow/separated. Out of the 194 respondents with medium level of job satisfaction, 112 (57.70 per cent) are married, 80 (41.20 per cent) are unmarried and 2 (1.10 per cent) are widow/separated. Out of the 76 respondents with low level of job satisfaction, 48 (63.20 per cent) are married, 23 (30.30 per cent) are unmarried and 5 (6.60 per cent) are widow/separated.

With a view to test the following null hypothesis that the level of job satisfaction is independent of the marital status, the chi-square test was applied and the results are shown in Table 4.32.

TABLE 4.32
MARITAL STATUS AND LEVEL OF JOB SATISFACTION –
CHI-SQUARE TEST

Sl.No.	Particulars	Employees	
		Public Sector	Private Sector
1.	Calculated Value of Chi-square	5.3690	10.0102
2.	Table Value of Chi-square	9.49	9.49
3.	Degrees of Freedom	4	4
	Inference	Not Significant	Significant

It could be seen from Table 4.32 that the calculated values of the Chi-square value is less than the table values in public sector organizations and greater than the table value in private sector organizations. So the null hypothesis is accepted for public sector and rejected for private sector. It is concluded that there exists no relationship between marital status and level of job satisfaction in public sector and the relationship exists in private sector.

4.4.4. Type of Family and Level of Job Satisfaction

The type of family is one of the important factors in determining job satisfaction. Joint and nuclear families face different types of problems in different ways. The type of family and the level of job satisfaction of the sample respondents are given in Table 4.33.

TABLE 4.33
TYPE OF FAMILY AND LEVEL OF JOB SATISFACTION
OF SAMPLE RESPONDENTS

Sl. No.	Type of Family	Public Sector				Private Sector			
		Level of Satisfaction			Total	Level of Satisfaction			Total
		High	Medium	Low		High	Medium	Low	
1.	Joint	48 (53.90)	83 (47.20)	21 (60.00)	152 (50.70)	17 (56.70)	97 (50.00)	35 (46.10)	149 (49.70)
2.	Nuclear	41 (46.10)	93 (52.80)	14 (40.00)	148 (49.30)	13 (43.30)	97 (50.00)	41 (53.90)	151 (50.30)
	Total	89 (100)	176 (100)	35 (100)	300 (100)	30 (100)	194 (100)	76 (100)	300 (100)

Source: Primary data.

Note : Figures in brackets denote percentages.

It is seen from Table 4.33 that out of the 89 employees of public sector organisations with high level of job satisfaction, 48 (53.90 per cent) came under joint family and 41 (46.10 per cent) under the nuclear family. Out of the 176 respondents with medium level of job satisfaction, 93 (52.80 per cent) and 83 (47.20 per cent) belonged to nuclear and joint families respectively. Further it shows that out of the 35 respondents with low level of job satisfaction, 21(60.00 per cent) belonged to joint families and 14 (40.00 per cent) to nuclear families.

Out of the 30 employees in the private sector organizations with high level of job satisfaction, 17 (56.70 per cent) belonged to joint families and 13 (43.30 per cent) belonged to nuclear families. Out of 194 employees with medium level of job

satisfaction, each 97 (50.00 per cent) belong to joint and nuclear families respectively. Further it shows that out of 76 respondents who had low level of job satisfaction, 41 (53.90 per cent) belonged to nuclear families and 35 (46.10 per cent) to joint families.

To test the relationship between the type of family and the level of job satisfaction, the Chi-square test was applied. The results are presented in Table 4.34.

TABLE 4.34
TYPE OF FAMILY AND LEVEL OF JOB SATISFACTION –
CHI-SQUARE TEST

Sl.No.	Particulars	Employees	
		Public Sector	Private Sector
1.	Calculated Value of Chi-square	2.4658	0.9937
2.	Table Value of Chi-square	5.99	5.99
3.	Degrees of Freedom	2	2
	Inference	Not Significant	Not Significant

It is clear from Table 4.34 that the calculated values of the Chi-square test are less than the table values in both the sectors. So the null hypothesis is accepted. Hence there exists no relationship between the type of family and the level of job satisfaction in public and private sector employees in Tirunelveli district..

4.4.5. Family Size and Level of Job Satisfaction

Family size is one of the important factors in determining the level of job satisfaction. The family size is divided into three groups. First is below 3 members, second is 3 to 5 members and third is above 5 members. Family size and level of job satisfaction of the respondents are given in Table 4.35.

TABLE 4.35

**FAMILY SIZE AND LEVEL OF JOB SATISFACTION
OF SAMPLE RESPONDENTS**

Sl. No.	Family Size	Public Sector				Private Sector			
		Level of Satisfaction			Total	Level of Satisfaction			Total
		High	Medium	Low		High	Medium	Low	
1.	Below 3	9 (10.10)	30 (17.00)	5 (14.30)	44 (14.70)	9 (30.00)	35 (18.00)	13 (17.10)	57 (19.00)
2.	3 to 5	62 (69.70)	104 (59.10)	23 (65.70)	189 (63.00)	11 (36.70)	91 (46.90)	46 (60.50)	148 (49.30)
3.	Above 5	18 (20.20)	42 (23.90)	7 (20.00)	67 (22.30)	10 (33.30)	68 (35.10)	17 (22.40)	95 (31.70)
	Total	89 (100)	176 (100)	35 (100)	300 (100)	30 (100)	194 (100)	76 (100)	300 (100)

Source: Primary data.

Note : Figures in brackets denote percentages.

Table 4.35 reveals that out of the 89 public sector employees with high level of job satisfaction, 62 (69.70 per cent) are in the category of below 3 members, 18 (20.20 per cent) are in the category of 3 to 5 members and 9 (10.10 per cent) are

in the categories of above 5 members. In the case of medium level of job satisfaction, 104 (59.10 per cent) out of 176 are in category of 3 to 5 members, 42 (23.90 per cent) are in the category of above 5 members and 30 (17.00 per cent) in the category of below 3 members. Further out of the 35 respondents with low level of job satisfaction, 23 (65.70 per cent) are in the category of 3 to 5 members, 7 (20.00 per cent) and 5 (14.30 per cent) are in the categories of above 5 and below 3 members respectively.

In the case of the private sector employees with high level of job satisfaction, 11 (36.70 per cent) out of 30 have 3 to 5 members, 10 (33.30 per cent) and 9 (30.00 per cent) have above 5 and below 3 members respectively. Out of 194 respondents with medium level, 91 (46.90 per cent) are in the category of 3 to 5 members, 68 (35.10 per cent) and 35 (18.00 per cent) are in the categories of above 5 and below 3 members respectively. Further it shows that out of the 76 respondents with low level of job satisfaction, 46 (60.50 per cent) are in the category of 3 to 5 members, 17 (22.40 per cent) and 13 (17.10 per cent) are in the categories of above 5 and below 3 members respectively.

In order to test the relationship between the family size and the level of job satisfaction of the employees, the following hypothesis was formulated; “The size of the family does not influence the level of job satisfaction”. The computed Chi-square test is shown in Table 4.36.

TABLE 4.36
FAMILY SIZE AND LEVEL OF JOB SATISFACTION –
CHI-SQUARE TEST

Sl.No.	Particulars	Employees	
		Public Sector	Private Sector
1.	Calculated Value of Chi-square	3.4831	8.0883
2.	Table Value of Chi-square	9.49	9.49
3.	Degrees of Freedom	4	4
	Inference	Not Significant	Not Significant

It is clear from Table 4.36 that in the case of both public and private sector employees, the calculated chi-square value is less than table value. Hence the null hypothesis is accepted. Thus, the size of the family does not appear to have any influence on the job satisfaction of both public and private sector employees.

4.4.6. Educational Qualification and Level of Job Satisfaction

Education is an important factor which influences the job satisfaction of the public and private sector employees' independent identity can be proved only through education. The educational qualification of employees of both public and private sector organisations and their level of job satisfaction are shown in Table 4.37.

TABLE 4.37
EDUCATIONAL QUALIFICATION AND LEVEL OF JOB SATISFACTION
OF SAMPLE RESPONDENTS

Sl. No.	Educa-tional Quali-fication	Public Sector				Private Sector			
		Level of Satisfaction			Total	Level of Satisfaction			Total
		High	Medium	Low		High	Medium	Low	
1.	Schooling	--	--	--	--	8 (26.70)	47 (24.20)	28 (36.80)	83 (27.70)
2.	Graduate	55 (61.80)	104 (59.10)	27 (77.10)	186 (62.00)	15 (50.00)	97 (50.00)	39 (51.30)	151 (50.30)
3.	Post-Graduate	22 (24.70)	46 (26.10)	4 (11.40)	72 (24.00)	4 (13.30)	32 (16.50)	8 (10.6)	44 (14.70)
4.	Others	12 (13.50)	26 (14.80)	4 (11.40)	42 (14.00)	3 (10.00)	18 (9.30)	1 (1.30)	22 (7.30)
	Total	89 (100)	176 (100)	35 (100)	300 (100)	30 (100)	194 (100)	76 (100)	300 (100)

Source: Primary data.

Note : Figures in brackets denote percentages.

It is proved by Table 4.37 that out of the 89 employees of the public sector with high level of job satisfaction, 55 (61.80 per cent) are studied upto graduate level followed by post-graduate and other degree which constitute 24.70 per cent and 13.50 per cent respectively. Further, 104 (59.10 per cent) out of the 176 respondents with medium level of job satisfaction are in the category of graduate followed by post-graduate and other degree which constitute 26.10 per cent and 14.80 per cent

respectively. Out of the 35 employees with low level of job satisfaction, 27(77.10 per cent) and each 4 (11.40 per cent) are in the categories of post-graduate and others.

It is clear from Table 4.37 that out of the 30 respondents of the private sector employees with high level of job satisfaction 15 (50.00 per cent) are in the category of graudate followed by upto schooling, post-graduate and others which constitute 26.70 per cent, 13.30 per cent and 10.00 per cent respectively. In the case of the employees with medium level of job satisfaction, it is found that 97 (50.00 per cent) are in the category of graduate followed by upto schooling, post-graduate and others which constitute 24.20 per cent,. 16.50 per cent and 9.30 per cent respectively. Out of the 76 respondents with low level of job satisfaction, 39 (51.30 per cent) are in the category of graduate followed by upto schooling, post-graudate and others which constitute 36.80 per cent, 10.60 per cent and 1.30 per cent respectively.

For finding the relationship between educational qualification and the level of job satisfaction, the following null hypothesis was formulated, “there exists no relationship between educational qualification and level of job satisfaction of public and private sector employees”. To test the above hypothesis the Chi-square test was applied. The computed results of the Chi-square test are presentd in Table 4.38

TABLE 4.38
EDUCATIONAL STATUS AND LEVEL OF JOB SATISFACTION –
CHI-SQUARE TEST

Sl.No.	Particulars	Employees	
		Public Sector	Private Sector
1.	Calculated Value of Chi-square	4.4512	9.5839
2.	Table Value of Chi-square	9.49	12.592
3.	Degrees of Freedom	4	6
	Inference	Not Significant	Not Significant

Table 4.38 shows that the calculated values are less than the table values in respect of both public and private sector employees. Therefore, the null hypothesis is accepted. The educational qualification does not have any influence on the job satisfaction of employees of public and private sector organizations.

4.4.7 Salary and Level of Job Satisfaction

Salary is one of important factors influencing the level of job satisfaction. If an employee gets a high salary he/she will get high level of satisfaction. Hence the reseracher has made an attempt to study the relationship between salary and job satisfaction. The salary is divided into four groups namely: 1) Less than 5000, 2) 5000 to 10000, 3) 10000 to 15000 and 4) above 15000. The level of job satisfaction in relation to salary is shown in Table 4.39.

TABLE 4.39
SALARY AND LEVEL OF JOB SATISFACTION OF SAMPLE RESPONDENTS

Sl. No.	Salary (in Rs.)	Public Sector				Private Sector			
		Level of Satisfaction			Total	Level of Satisfaction			Total
		High	Medium	Low		High	Medium	Low	
1.	Less than Rs.5000	--	--	--	--	26 (86.70)	130 (67.00)	59 (77.60)	215 (71.70)
2.	5000 – 10000	17 (19.10)	60 (34.10)	6 (17.10)	83 (27.70)	4 (13.30)	60 (30.90)	17 (22.40)	81 (27.00)
3.	10000 – 15000	42 (47.20)	80 (45.50)	20 (57.10)	142 (47.30)	--	4 (2.10)	--	4 (1.30)
4.	15000 and above	30 (33.70)	36 (20.50)	9 (25.70)	75 (25.00)	--	--	--	--
	Total	89 (100)	176 (100)	35 (100)	300 (100)	30 (100)	194 (100)	76 (100)	300 (100)

Source: Primary data.

Note : Figures in brackets denote percentages.

It is clear from Table 4.39 that out of the 89 public sector employees with high level of job satisfaction, 42 (47.20 per cent), 30 (33.70 per cent) and 17 (19.10 per cent) belonged respectively to Rs.10000-15000, 15000 and above and 5000-10000 salary groups. Out of the 176 employees with medium level of job satisfaction, 80 (45.50 per cent) belonged to the category of Rs.10,000-15000, 60 (34.10 per cent) and 36 (20.50 per cent) to the categories of Rs.5000-10000 and Rs. 15000 and above

respectively. Further it shows that out of the 35 respondents with low level of job satisfaction, 20 (57.10 per cent) belonged to the category of Rs.10000-15000, 9 (25.70 per cent) to the category of Rs.15000 and above and only 6 (17.10 per cent) came into the category of 5000-10000.

Further it shows that out of the 30 private sector employees with high level of job satisfaction, 26 (86.70 per cent) and 4 (13.30 per cent) belonged to the salary group of below Rs.5000 and Rs.5000-10000 respectively. Out of the 194 respondents with medium level job satisfaction, 130 (67.00 per cent) belonged to less than Rs.5000 followed by the salary group of Rs.5000-10000 and Rs.10000-15000 which constitute 30.90 per cent and 2.10 per cent respectively. Out of 76 respondents with low level of job satisfaction, 59 (77.60 per cent) and 17 (22.40 per cent) belonged to the salary group of less than Rs.5000 and Rs.5000-10000 respectively.

In order to test the relationship between monthly salary and level of job satisfaction, the following null hypothesis was formulated: "There exists no relationship between salary and level of job satisfaction". To test the null hypothesis the Chi-square test was used. The results are presented in Table 4.40.

TABLE 4.40
SALARY AND LEVEL OF JOB SATISFACTION –
CHI-SQUARE TEST

Sl.No.	Particulars	Employees	
		Public Sector	Private Sector
1.	Calculated Value of Chi-square	11.3909	7.8793
2.	Table Value of Chi-square	9.49	9.49
3.	Degrees of Freedom	4	4
	Inference	Significant	Not Significant

Table 4.40 shows that the calculated value of Chi-square is greater than the table value for the public sector employees. It shows that the null hypothesis is rejected. It could be concluded that salary influence the level of job satisfaction of the public sector employees

In the case of the private sector employees, since the calculated value is less than the table value, the null hypothesis it accepted. Therefore it could be said that there exists no relationship between salary and level of job satisfaction of the employees in private sector organisations.

4.4.8 Family Income and Level of Job Satisfaction

If the family income is high, the employees may be satisfied with their work as well as with their lives. The researcher has made an attempt to study the relationship between family income and level of job satisfaction and the family income is divided into four categories namely, less than Rs.10000, Rs.10000-20000, Rs.20000-30000 and Rs.30000 and above. The level of job satisfaction of the employees in relation to their family income is presented in Table 4.41.

TABLE 4.41
FAMILY INCOME AND LEVEL OF JOB SATISFACTION OF SAMPLE
RESPONDENTS

Sl. No.	Family Income (in Rs.)	Public Sector				Private Sector			
		Level of Satisfaction			Total	Level of Satisfaction			Total
		High	Medium	Low		High	Medium	Low	
1.	Less than Rs.10000	1 (1.10)	1 (0.60)	--	2 (0.70)	4 (13.30)	34 (17.50)	25 (32.90)	63 (21.00)
2.	10000 – 20000	5 (5.60)	33 (18.80)	4 (11.40)	42 (14.00)	26 (66.70)	101 (52.10)	35 (46.10)	156 (52.00)
3.	20000 – 35000	41 (46.10)	88 (50.00)	22 (62.90)	151 (14.00)	6 (20.00)	53 (27.30)	15 (19.70)	74 (24.70)
4.	30000 and above	42 (47.20)	54 (30.70)	9 (25.70)	105 (35.00)	--	6 (3.10)	1 (1.30)	7 (2.30)
	Total	89 (100)	176 (100)	35 (100)	300 (100)	30 (100)	194 (100)	76 (100)	300 (100)

Source: Primary data.

Note : Figures in brackets denote percentages.

It could be seen from Table 4.41, out of 89 public sector employees with high level satisfaction, 42 (47.20 per cent) are in the total monthly family income category of Rs.30000 and above followed by Rs.20000-30000, Rs.10000-20000 and less than Rs.10000 which constitute 46.10 per cent, 5.60 per cent and 1.10 per cent respectively. Out of the 176 employees with medium level of satisfaction, 88 (50.00 per cent) are in the total monthly income group of Rs.20000-30000 followed by Rs.30000 and above, Rs.10000-20000 and less than Rs.10000 which constitute 30.70 per cent, 18.80 per cent and 0.60 per cent respectively. Out of 35 employees with low level of satisfaction, 22 (62.90 per cent) are in the category of total monthly income of Rs.20000-30000 followed by Rs.30000 and above and Rs.10000-20000 which constitute 25.70 per cent and 11.40 per cent respectively.

From Table 4.41 it could be observed that out of the 30 in the private sector organisations, 26 (66.70 per cent) employees with high level of satisfaction are in the total monthly income category of Rs.10000-20000 followed by Rs.20000-30000 and less than Rs.10000 which constitute 20.00 per cent and 13.00 per cent respectively. Out of 194 employees with medium level of job satisfaction, 101 (52.10 per cent), 53 (27.30 per cent), 34 (17.50 per cent) and 6 (3.10 per cent) are in the total monthly income category of Rs.10000-20000, Rs.20000-30000, less than Rs.10000 and Rs.30000 and above respectively. Out of the 76 respondents with low level of satisfaction, 35 (46.10 per cent) are in the total monthly income category of

Rs.10000-20000 followed by less than Rs.10000, Rs.20000-30000 and Rs.30000 and above which constitute 32.90 per cent, 19.70 per cent and only 1.30 per cent respectively.

In order to test the true relationship between total family income and level of job satisfaction, the following null hypothesis was formulated: “There exists no relationship between family income and level of job satisfaction”. The null hypothesis was tested by applying the Chi-square test. The results are presented in Table 4.42.

TABLE 4.42
FAMILY INCOME AND LEVEL OF JOB SATISFACTION –
CHI-SQUARE TEST

Sl.No.	Particulars	Employees	
		Public Sector	Private Sector
1.	Calculated Value of Chi-square	15.0012	11.9172
2.	Table Value of Chi-square	12.592	12.592
3.	Degrees of Freedom	6	6
	Inference	Significant	Not Significant

It is found from Table 4.42 that the calculated value of Chi-square is greater than the table value for the public sector employees. It shows that the null hypothesis is rejected. It could be concluded that total monthly income influence the level of job satisfaction of the public sector employees

In the case of the private sector employees, since the calculated value is less than the table value, the null hypothesis is accepted. Therefore it could be said that there exists no relationship between total monthly income and level of job satisfaction of the employees in private sector organisations.

The consolidated result of Chi-square test is given in Table 4.43.

TABLE 4.43

THE RESULTS CHI-SQUARE TEST BETWEEN LEVEL OF JOB SATISFACTION AND SOCIO- ECONOMIC FACTORS

Sl.No	Variable	Significant	
		Public Sector	Private Sector
1	Age	S	S
2	Religion	N.S	N.S
3	Marital Status	N.S	S
4	Type of family	N.S	N.S
5	Family size	N.S	N.S
6	Educational Qualification	N.S	N.S
7	Salary	S	N.S
8	Family income	S	N.S

S- Significant N.S – Not Significant

It is clear from Table 4.33 that out of eight socio-economic variables, namely age, salary and family income have significant association with job satisfaction and the other variables have not significance in the public sector organisations. In the case of the private sector organisations, age and marital status are of significant level and the other variables are not significant in this sector.

4.5. FACTORS INFLUENCING JOB SATISFACTION

In this section, an attempt has been made to identify the factors which are influencing the job satisfaction of women employees who are working in public and private sector organisations in Tirunelveli district. For this, 35 statements relating to the job satisfaction have been selected so as to identify the significant and important factors with the help of factor analytical technique for public and private sectors separately.

Analytical Framework

Most of the analytical methods produce results in a form that is difficult or impossible to interpret. Thurstone argued that it was necessary to rotate factor matrices if one wanted to interpret them adequately.³ He pointed out that original factor matrices are arbitrary in the sense that an infinite number of reference frames (axes) can be found to reproduce any given 'R' Matrix.⁴

There are several methods available for factor analysis. But the principal factor method with orthogonal variance rotation is mostly used and widely available in factor analysis computer programme.

³L. Thurstone and E. Chava, *The Measurement Attitude*, University of Chicago Press, Chicago, 1929, pp. 508-509.

⁴*Ibid.*, p. 93.

Further orthogonal rotations maintain the independence of factors that is, the angles between the axes are kept at 90 degrees. One of the final outcomes of a factor analysis is called rotated factor matrix, a table of co-efficient that expresses the ratios between the variable and the factors that have been prepared. The sum of squares of the factor loadings of variable is called communalities (h^2).

The communality (h^2) of a factor is its common factor variance. The factors with factor loadings of 0.5 or greater are considered as significant factors. This limit is chosen because it had been judged that factors with less than 50 per cent common variation with the rotated factor pattern are too weak to report.⁵

Mathematically, factor analysis is somewhat similar to multiple regression analysis. Each variable is expressed as a linear combination of underlying factors. The amount of variance, a variable shares with all other variables included in the analysis, is referred to as communality. The co-variation among the variables is described in terms of a small number of common factors plus a unique factor for each variable. These factors are not over observed.

If the variables are standardized, the factor model may be represented as:

$$X_i = A_{i1} F_1 + A_{i2} F_2 + A_{i3} F_3 + \dots + A_{im} F_m + V_i U_i$$

⁵Fred. N. Kerlinger, *op.cit.*, p. 470.

Where,

X_i = i^{th} standardised variable,

A_{ij} = Standardised multiple regression coefficient of variable i on common factor j

F = Common factor,

V_i = Standardised regression coefficient of variable i on unique factor i

U_i = The unique factor for variable i

m = Number of common factors

The unique factors are uncorrelated with each other and with the common factors. The common factors themselves can be expressed as linear combinations of the observed variables.

$$F_i = W_{i1} X_1 + W_{i2} X_2 + W_{i3} X_3 + \dots + W_{ik} X_k$$

Where,

F_i = Estimate of i^{th} factor

W_i = Weight or factor score coefficient

K = Number of variables.

It is possible to select weights or factor score coefficients so that the first factor explains the largest portion of the total variance. Then a second set of weights can be selected, so that it is the second factor which accounts for most of the residual variance subject to being uncorrelated with the first factor. This same principle could

be applied to selecting additional weights for the additional factors. Thus, the factors can be estimated so that their factors scores, unlike the value of the original variables, are not correlated. Furthermore, the first factor accounts for the highest variance in the data, the second factor the second highest, and so on.

In the present study, the principal factor analysis method with orthogonal varimax rotation is used to identify the significant dimensions of opinion towards job satisfaction.

Testing for Sampling Adequacy for Public Sector

Before extracting the factors, to test the appropriateness of the factor model, Bartlett's test of sphericity was used to test the null hypothesis that the variables are intercorrelated in population. The test statistics of sphericity is based on a chi-square transformation of the determinant of the correlation matrix.

Another useful statistic is the Kaiser-Meyer Oklin (kmo) test of sampling adequacy.⁶ Small value of the KMO statistic indicates that the correlation between parts of variable cannot be explained by other variables and that factor analysis may not be appropriate. Generally, a value greater than 0.5 is desirable.

⁶Marjoric A. Pett, Nancy R. Lackey and John J. Sullivan, *Marketing Sense of Factor Analysis*, Sage Publications, New Delhi, 2003, pp. 73-78.

The correlation matrix was examined carefully and the two tests namely Bartlett's test of sphericity and Kaiser-Meyer Oklin test were undertaken to test if it was judicious to proceed with factor analysis in the present study. The computed results for public sector organizations are given in Table 4.44.

TABLE 4.44
MEASURES OF SAMPLING INADEQUACIES FOR PUBLIC SECTOR

Measures		Estimated Value
Kaiser-Meyer Oklin Measure of Sampling Adequacy		0.4098
Bartlett's Test of Sphericity	Appropriate Chi-Square	5875.1149
	Significance	0.0000

From Table 4.44 it has been observed that the Bartlett's test was significant with $P=0.000$, being less than 0.05. Sampling adequacy measured using the Kaiser-Mayer Oklin (KMO) of 0.4098 was taken as acceptable. Thus the factor analysis may be considered an appropriate technique for analysing the data.

Factor analysis was done with 35 variables (item) by orthogonal varimax rotation for the opinion on job satisfaction and the computed results for public sector are given in Table 4.45.

TABLE 4.45
ROTATED FACTOR LOADINGS FOR PUBLIC SECTOR – JOB SATISFACTION

Sl. No.	Variables	Factor Loadings	Eigen Value	Percentage Variation
1	I am satisfied with my job	0.73068	4.0989	11.70
2	Computerization is reduces the employment opportunities	0.68441		
3	I get adequate time and opportunities to take care of my family and to attend to domestic chores	0.63300		
4	Working women are highly recognized in the society	0.83553	3.4827	10.00
5	The nature of job I do is interesting	0.66386		
6	As a result of the job that I hold, my social circle (relatives and friends) has widened	0.55912		
7	My job helps to improve the standard of living	0.54178		
8	I love to come to my job everyday	0.52846		
9	I feel that my family problems affect my job performance	0.81259		
10	Privatization of public sector adds to the levels of job satisfaction of employees	0.74920		
11	This job is monotonous	0.71136	2.4126	6.90
12	This job bears an element of risk	0.68287		
13	The conflict cited above leads to reduce the level of job satisfaction	0.56657		
14	Recreation facilities, rest rooms, canteens and lunch rooms provided are satisfactory	0.81513	2.2765	6.50
15	The organization ensures job security	0.76957		
16	Transfer policy is free from criticism	0.60877		
17	This job does require much skill	0.65447	2.0938	6.00
18	Sufficient welfare measures like medical care, leave concession and housing are provided	0.64471		

Sl. No.	Variables	Factor Loadings	Eigen Value	Percentage Variation
19	There is divide among the employees on the lines of caste religion, personal policy, etc.	0.58699		
20	The office environment is conducive for better performance of the duties of employees	0.56513		
21	This job is challenging	0.81186	1.8259	5.20
22	My family members encourage me to continue in the job	0.61507		
23	Promotional opportunities are plenty	0.51573		
24	I am proud to be working for my organization	0.8365	1.7159	4.90
25	The organization ensures proper lighting, ventilation and seating arrangements	0.64375		
26	Experience and achievement are duly recognized	0.55436		
27	This job offers scope for interaction with the public	0.77613	1.4878	4.30
28	Salaries and allowances are attractive	0.74088		
29	The employees' unions dictate terms to the management for the transfer of employees from one place to another	0.73903	1.4497	4.10
30	There are conflicts among the employees	0.72339		
31	I feel that trade union is essential	0.52807		
32	The superiors are always ready to look into the grievances and complaints of the employees	0.86379	1.1557	3.30
33	Retirement benefits are satisfactory	0.62433		
34	Employees are co-operative, helpful and inspiring people for better and sincere work	0.73203	2.1273	3.20
35	Multiplicity of unions weaken the bargaining power of the employees	0.59154		

Note: The principal factors method with orthogonal variance rotation is used to extract factors.

It is portrayed from Table 4.44 that the first factor is designed as “**Satisfaction with job**” on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scale, “I am satisfied with my job (0.73068)”, ‘Computerization is reduces the

employment opportunities (0.68441)' and 'I get adequate time and opportunities to take care of my family and to attend to domestic chores (0.63300)' are important attributes in this category. Thus, the getting of satisfaction with job is identifying an important factor to influence the job satisfaction of employees who are working in public sector.

The second factor is narrated as “**Recognised by the Society**” on the basis of the loaded variables. Five variables in this category are important with high factor loading. It indicates that among the various performance scales, 'Working women are highly recognized in the society (0.83553)', 'The nature of job I do is interesting (0.66386)', 'As a result of the job that I hold, my social circle (relatives and friends) has widened (0.55912)', 'My job helps to improve the standard of living (0.54178)' and 'I love to come to my job everyday (0.52846)' are important attributes in this category. Thus, the women employees are recognized by the society is identified as an important factor to influence the job satisfaction.

The third factor is identified as “**Status of Job Performance**” on the basis of the loaded variables. Two variables in this category are important with high factor loading. It indicates that among the various performance scale, 'I feel that my family problems affect my job performance (0.81259)' and 'Privatization of public sector adds to the levels of job satisfaction of employees (0.74920)' are important attributes in this category. Thus, the status of job performance is identified as an important factor that influences the job satisfaction of the employees.

It is observed that the fourth factor is designed as **“Creation of monotonous and risk”** on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘This job is monotonous (0.71136)’, ‘This job bears an element of risk (0.68287)’ and ‘The conflict cited above leads to reduce the level of job satisfaction (0.56657)’ are important attributes in this category. Thus, the creation of monotonous and risk are identifying an important factor to influence the job satisfaction.

It is understood that the fifth factor is narrated as **“Infrastructure facilities of the Organisation”** on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘Recreation facilities, rest rooms, canteens and lunch rooms provided are satisfactory (0.81513), ‘The organization ensures job security (0.76957)’, and ‘Transfer policy is free from criticism (0.60877)’ are important attributes in this category. Thus, the infrastructure facility of the organizations is an improvement factor to influence the job satisfaction of the women employees.

It is found that the sixth factor is narrated as **“Employees skill”** on the basis of the loaded variables. Four variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘This job does require much skill (0.65447)’, ‘Sufficient welfare measures like medical care, leave concession and housing are provided (0.64471)’, ‘There is divide among the employees on the lines of caste religion, personal policy, etc. (0.58699)’ and ‘The

office environment is conducive for better performance of the duties of employees (0.56513)' are important attributes in this category. Thus, the employees' skill is identifying an important factor to influence the job satisfaction.

It is understood that the seventh factor is narrated as "**Job Challenge**" on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scale, 'This job is challenging (0.81186)', 'My family members encourage me to continue in the job (0.61507)' and 'Promotional opportunities are plenty (0.51573)' are important attributes in this category. Thus, the creation of job challenge is identifying an important factor to influence the job satisfaction.

It is understood that the eighth factor is narrated as "**Working Environment**" on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scale, 'I am proud to be working for my organization (0.8365)', 'The organization ensures proper lighting, ventilation and seating arrangements (0.64375)' and 'Experience and achievement are duly recognized (0.55436)' are important attributes in this category. Thus, the working environment of the organisations is identifying an important factor to influence the job satisfaction of the employees.

It is understood that the ninth factor is narrated as "**Public interaction**" on the basis of the loaded variables. Two variables in this category are important with

high factor loading. It indicates that among the various performance scale, ‘This job offers scope for interaction with the public (0.77613)’ and ‘Salaries and allowances are attractive (0.74088)’ are important attributes in this category. Thus, the public interaction of the employees is an improvement factor to influence the job satisfaction.

It is found that the tenth factor is narrated as **“Performance of Trade Union”** on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘The employees’ unions dictate terms to the management for the transfer of employees from one place to another (0.73903)’, ‘There are conflicts among the employees (0.72339)’, and ‘I feel that trade union is essential (0.52807)’ are important attributes in this category. Thus, the performance of the trade union is identifying an important factor to influence the job satisfaction.

It is understood that the eleventh factor is narrated as **“Grievances and Benefits”** on the basis of the loaded variables. Two variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘The superiors are always ready to look into the grievances and complaints of the employees (0.86379)’ and ‘Retirement benefits are satisfactory (0.62433)’ are important attributes in this category. Thus, the grievances and benefits are identifying an important factor to influence the job satisfaction.

It is understood that the twelfth factor is narrated as **“Employees’ Co-operation”** on the basis of the loaded variables. Two variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘Employees are co-operative, helpful and inspiring people for better and sincere work (0.73203)’ and ‘Multiplicity of unions weaken the bargaining power of the employees (0.59154)’ are important attributes in this category. Thus, the employees’ co-operation is identifying an important factor to influence the job satisfaction of the employees who are working in public sector organizations in Tirunelveli district.

Testing for Sampling Adequacy for Private Sector

Before extracting the factors, to test the appropriateness of the factor model, Bartlett’s test of sphericity was used to test the null hypothesis that the variables are intercorrelated in population. The test statistics of sphericity is based on a chi-square transformation of the determinant of the correlation matrix.

Another useful statistic is the Kaiser-Meyer Oklin (kmo) test of sampling adequacy.⁷ Small value of the KMO statistic indicates that the correlation between

⁷Marjoric A. Pett, Nancy R. Lackey and John J. Sullivan, *Marketing Sense of Factor Analysis*, Sage Publications, New Delhi, 2003, pp. 73-78.

parts of variable cannot be explained by other variables and that factor analysis may not be appropriate. Generally, a value greater than 0.5 is desirable.

The correlation matrix was examined carefully and the two tests namely Bartlett's test of sphericity and Kaiser-Meyer Oklin test were undertaken to test if it was judicious to proceed with factor analysis in the present study. The computed results for private sector organizations are given in Table 4.46.

TABLE 4.46

MEASURES OF SAMPLING INADEQUACIES FOR PRIVATE SECTOR

Measures		Estimated Value
Kaiser-Meyer Oklin Measure of Sampling Adequacy		0.5699
Bartlett's Test of Sphericity	Appropriate Chi-Square	3070.1258
	Significance	0.0000

From Table 4.46 it has been observed that the Bartlett's test was significant with $P=0.000$, being less than 0.05. Sampling adequacy measured using the Kaiser-Mayer Oklin (KMO) of 0.5699 was taken as acceptable. Thus the factor analysis may be considered an appropriate technique for analysing the data.

Factor analysis was done with 35 variables (item) by orthogonal varimax rotation for the opinion on teachers' morale and the computed results for private sector are given in Table 4.47.

TABLE 4.47
ROTATED FACTOR LOADINGS FOR PRIVATE SECTOR – JOB
SATISFACTION

Sl. No.	Variables	Factor Loadings	Eigen Value	Percentage Variation
1	I am satisfied with my job	0.72460	4.5311	12.90
2	I get adequate time and opportunities to take care of my family and to attend to domestic chores	0.64760		
3	Privatization of public sector adds to the levels of job satisfaction of employees	0.62942		
4	I love to come to my job everyday	0.52563		
5	My family members encourage me to continue in the job	0.78635	2.6764	7.60
6	Working women are highly recognized in the society	0.66483		
7	Salaries and allowances are attractive	0.55137		
8	Promotional opportunities are plenty	0.69608	2.2296	6.40
9	Retirement benefits are satisfactory	0.57593		
10	The employees' unions dictate terms to the management for the transfer of employees from one place to another	0.56479		
11	The office environment is conducive for better performance of the duties of employees	0.52244		
12	Employees are co-operative, helpful and inspiring people for better and sincere work	0.68603	1.8372	5.20
13	Computerization is reduces the employment opportunities	0.51969		
14	Experience and achievement are duly recognized	0.51019		
15	The nature of job I do is interesting	0.44768		
16	Sufficient welfare measures like medical care, leave concession and housing are provided	0.70816	1.8020	5.10
17	As a result of the job that I hold, my social circle (relatives and friends) has widened	0.62266		
18	This job does require much skill	0.74625	1.6837	4.80
19	My job helps to improve the standard of living	0.67183		
20	This job offers scope for interaction with the public	0.52157		

Sl. No.	Variables	Factor Loadings	Eigen Value	Percentage Variation
21	The organization ensures proper lighting, ventilation and seating arrangements	0.73468	1.6598	4.70
22	Recreation facilities, rest rooms, canteens and lunch rooks provided are satisfactory	0.65638		
23	The organizational ensures job security	0.52602		
24	Multiplicity of unions weaken the bargaining power of the employees	0.71694	1.5040	4.30
25	I feel that my family problems affect my job performance	0.62645		
26	Retirement benefits are satisfactory	0.61363		
27	This job is challenging	0.80971	1.3316	3.80
28	This job bears an element of risk	0.63878		
29	Transfer policy is free from criticism	0.51706		
30	This job is monotonous	0.82275	1.2486	3.60
31	I am proud to be working for my organization	0.58684		
32	The superiors are always ready to work into the grievances and complaints of the employees	0.82392	1.1580	3.30
33	There is divide among the employees on the lines of caste, religion, personal policy, etc.	0.50473		
34	There are conflicts among the employees	0.77553	1.0752	3.10
35	The conflict cited above leads to reduce the level of job satisfaction	0.53472		

Note: The principal factors method with orthogonal variance rotation is used to exact factors.

It is observed from Table 4.46 that the first factor is designed as “**Satisfaction with job**” on the basis of the loaded variables. Four variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘I am satisfied with my job (0.72460)’, ‘I get adequate time and opportunities to take care of my family and to attend to domestic chores (0.64760)’, ‘Privatization of public sector adds to the levels of job satisfaction of employees (0.62942)’ and ‘I

love to come to my job everyday (0.52563)' are important attributes in this category. Thus, the getting of satisfaction with job is identifying an important factor to influence the job satisfaction of employees who are working in private sector.

The second factor is designed as "**Encouragement of Family members**" on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scales, 'My family members encourage me to continue in the job (0.78635),' 'Working women are highly recognized in the society (0.66483)' and 'Salaries and allowances are attractive (0.55137)' are important attributes in this category. Thus, the encouragement of family members is identified as an important factor to influence the job satisfaction.

The third factor is narrated as "**Benefits**" on the basis of the loaded variables. Four variables in this category are important with high factor loading. It indicates that among the various performance scale, 'Promotional opportunities are plenty (0.69608)', 'Retirement benefits are satisfactory (0.57593)', 'The employees' unions dictate terms to the management for the transfer of employees from one place to another (0.56479)' and 'The office environment is conducive for better performance of the duties of employees (0.52244)' are important attributes in this category. Thus, the benefit from their employment is identified as an important factor that influences the job satisfaction of the employees.

It is found that the fourth factor is designed as “**Employees co-operation and interest**” on the basis of the loaded variables. Four variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘Employees are co-operative, helpful and inspiring people for better and sincere work (0.68603)’, ‘Computerization is reduces the employment opportunities (0.51969),’ ‘Experience and achievement are duly recognized (0.51019)’ and ‘the nature of job I do is interesting (0.44768)’ are important attributes in this category. Thus, the employees’ co-operation and interest in their work are identifying an important factor to influence the job satisfaction.

It is inferred that the fifth factor is narrated as “**Welfare measures**” on the basis of the loaded variables. Two variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘Sufficient welfare measures like medical care, leave concession and housing are provided (0.70816)’ and ‘As a result of the job that I hold, my social circle (relatives and friends) has widened (0.62266) are important attributes in this category. Thus, the welfare measure is an improvement factor to influence the job satisfaction of the women employees.

It is portrayed that the sixth factor is narrated as “**Employees skill**” on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘This job

does require much skill (0.74625)', 'My job helps to improve the standard of living (0.67183)' and 'This job offers scope for interaction with the public (0.52157) are important attributes in this category. Thus, the employees' skill is identifying an important factor to influence the job satisfaction.

It is depicted that the seventh factor is narrated as "**Infrastructure**" on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scale, 'The organization ensures proper lighting, ventilation and seating arrangements (0.73468)', 'Recreation facilities, rest rooms, canteens and lunch rooks provided are satisfactory (0.65638)' and 'The organizational ensures job security (0.52602)' are important attributes in this category. Thus, the infrastructural facilities are identifying an important factor to influence the job satisfaction.

It is understood that the eighth factor is narrated as "**Trade Union Activities**" on the basis of the loaded variables. Three variables in this category are important with high factor loading. It indicates that among the various performance scale, 'Multiplicity of unions weaken the bargaining power of the employees (0.71694)', 'I feel that my family problems affect my job performance (0.62645)' and 'Retirement benefits are satisfactory (0.61363)' are important attributes in this category. Thus, the trade union activities are identifying an important factor to influence the job satisfaction of the employees

.It is shown that the ninth factor is narrated as **“Job Challenge and risk”** on the basis of the loaded variables. Two variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘This job is challenging (0.80971), ‘This job bears an element of risk (0.63878)’ and ‘Transfer policy is free from criticism (0.51706)’ are important attributes in this category. Thus, the job challenge and risk area improvement factor to influence the job satisfaction.

It is found that the tenth factor is narrated as **“Job Monotonous”** on the basis of the loaded variables. Two variables in this category are important with high factor loading. It indicates that among the various performance scales, ‘This job is monotonous (0.82275)’ and ‘I am proud to be working for my organizations (0.58684) are important attributes in this category. Thus, the job monotonous is identifying an important factor to influence the job satisfaction.

It is understood that the eleventh factor is narrated as **“Grievances”** on the basis of the loaded variables. Two variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘The superiors are always ready to work into the grievances and complaints of the employees (0.82392)’ and ‘There is divide among the employees on the lines of caste, religion, personal policy, etc. (0.50473)’ are important attributes in this category. Thus, the grievances is identifying an important factor to influence the job satisfaction.

It is found that the twelveth factor is narrated as “**Conflicts among the Employees**” on the basis of the loaded variables. Two variables in this category are important with high factor loading. It indicates that among the various performance scale, ‘There are conflicts among the employees (0.77553)’ and ‘The conflict cited above leads to reduce the level of job satisfaction (0.53472)’ are important attributes in this category. Thus, the conflict among the employees is identifying an important factor to influence the job satisfaction of the employees who are working in public sector organizations in Tirunelveli district.

4.6 SUMMARY

It is clear from the above analysis that out of eight socio-economic variables, age, salary and family income have significant association with job satisfaction and the other variables are not significant in the public sector organisations. In the case of the private sector organisations, age and marital status are of significant level and the other variables are not significant in this sector.