Chapter – V

DISCUSSION OF RESULTS

Empowerment and job satisfaction
Religiosity and Empowerment
Religiosity and Job satisfaction
Marital Status and Job Satisfaction
Type of Institution and Job Satisfaction
Chapter V

DISCUSSION OF RESULTS

As pointed out earlier, the broad aim of the investigation was to explore how type of institution, marital status and religiosity are critical determinant of women empowerment and job satisfaction of secondary school women teachers. The study also aimed at finding out the correlation between the variables – (a) empowerment and job satisfaction, (b) empowerment and religiosity and (c) job satisfaction and religiosity. The data were analysed using correlation and t-test and the results are already presented in chapter-IV earlier. The present chapter includes the discussion and conclusion of the findings. Before presenting the broad discussion between the relationship of variables, a summary of significance of relationship has been presented in table 5-1 below –

Table 5-1

Significance of relationship between variables under investigation

<table>
<thead>
<tr>
<th>Variables studied</th>
<th>Relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Empowerment and Job Satisfaction</td>
<td>Significant</td>
</tr>
<tr>
<td>Religiosity and Empowerment</td>
<td>Significant</td>
</tr>
<tr>
<td>Religiosity and Job satisfaction</td>
<td>Significant</td>
</tr>
<tr>
<td>Marital Status and Empowerment</td>
<td>Insignificant</td>
</tr>
<tr>
<td>Marital status and Job Satisfaction</td>
<td>Insignificant</td>
</tr>
<tr>
<td>Type of Institution and Empowerment</td>
<td>Insignificant</td>
</tr>
<tr>
<td>Type of Institution and Job Satisfaction</td>
<td>Insignificant</td>
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</tbody>
</table>
EMPOWERMENT AND JOB SATISFACTION

It was hypothesised that there would be no significant correlation between empowerment and job satisfaction of secondary school women teachers. The obtained result was not in favour of null hypothesis. It was supportive of the alternative hypothesis and it may be said that empowerment and job satisfaction of secondary school women teachers is positively correlated and the correlation is significant. Clearly, the obtained result indicates that higher the level of empowerment of the women teachers higher the level of their job satisfaction and vice-versa.

The probable reason of this type of finding may be linked with the characteristic features of the empowerment. The empowered women are always higher on decision making and when they feel that they are able to take decision and their decision is fruitful for society and institution in which they work their level of job satisfaction naturally raised. Actually, when a person finds himself or herself meaningful and significant for his/her surroundings he/she feels more satisfied with their job. This is why in case of feeling of higher empowerment a woman is also more satisfied with her job.

RELIGIOSITY AND EMPOWERMENT

It was hypothesized that there would be no significant correlation between empowerment and religiosity of secondary school women teachers. The obtained result rejected the null hypothesis and the alternative hypothesis was appeared supportive. It is evident from the table of result (table 4.2) that there is a significant negative correlation between feeling of empowerment and religiosity of the women teachers (r = -0.107, P < .05). The same result was observed when the high religious
and the low religious groups were compared. Here also the high religious group showed lower level of empowerment while the low religious group exhibited higher level of empowerment. Thus, it may be said that higher the level of empowerment of the women, lower the level of their religiosity and vice-versa.

When we come to explain this type of finding we have to operate the dimensions of empowerment and religiosity. Empowerment includes control on resources, control over ideology. It involves not only changes in access to resources, but also an understanding of one’s rights and entitlements (Sen & Batliwala, 2000). Religiosity is concerned with faith in supernatural power and the main aim of a religious person is seeking satisfaction of his emotional need and gaining stability in life. Observing prayer or worship to god, performing certain specific behavior from the consideration of ethical good and bad, observing rituals with faith that there is life beyond death or world beyond this reality and observing sacrifice, tolerance, forgiveness etc. as religious values are the few behavioral dimension of religiosity which are preached almost commonly by different religions (Das, 1955; Galloway, 1956; Banquet, 1958; James, 1960).

It is evident from the above-mentioned discussion that empowerment and religiosity have dimensions opposite in nature. The first believes in matters of present day world while the later believes in matters of world beyond this reality. Naturally, when the level of empowerment will increase, the level of religiosity will decrease. This is why a negative correlation appears between these two variables.
RELIGIOSITY AND JOB SATISFACTION

The hypothesis was that there would be no significant correlation between job satisfaction and religiosity of secondary school women teachers. The obtained result is supporting of the null-hypothesis and it can be said that the correlation between job satisfaction and religiosity is not significant, but when the high religious group and the low religious group were compared a significant effect of religiosity on job satisfaction was observed and in this case the high religious women teachers exhibited higher level of job satisfaction while the low religious women teachers exhibited lower level of job satisfaction.

The finding is in tune with some previous findings (Mortinson & Wilkiening, 1983; Casio, 1998). Elzbieta Sikorshka – Simmons also found a significant positive correlation between religiosity and work–related attitude among para–professional and professional staff. The finding is also in tune with the finding of Kumari (2006) in which she finds religiosity a critical determinant of job satisfaction of secondary school teachers of Kumaun.

The probable explanation of this finding is associated with the nature and characteristics of religiosity. A religious person has faith in power beyond him whereby he seeks to satisfy emotional need and gain stability in life and which he expresses in acts of worship and service. Such type of person performs his duty with a positive feeling of performing it for the sake pf mankind. He thinks that the duty is allotted by the supernatural power not by the psychical power. Naturally, a person having this type of feeling will never feel dissatisfaction from his job.
This is why the high religious person exhibits higher level of job satisfaction.

MARITAL STATUS AND JOB SATISFACTION

It was hypothesized that marital status would not be a significant determinant of the level of job satisfaction and the married and unmarried women teachers would not differ significantly in the matter of job satisfaction. It was found that job satisfaction does not vary significantly with the marital status of women teachers. The married and unmarried teachers are not found significantly different in the matter of job satisfaction. It is also evident from the analysis of data and obtained result table 4.6 (t=1.39, P>0.05).

It may thus be said that the marital status of the women teachers is not a critical determinant of the job satisfaction. Data from the QWLS (Finland) and the OS November 2004 (Czech Republic) regarding the relationship of marital status and job satisfaction is also supportive of the finding that there’s no significant difference in the job satisfaction of people of different marital status.

On the other hand some researchers also found contradictory results. They found strong relationship between marital status and job satisfaction. Steiner and Truxillo (1987) found the positive correlation between marital status and job satisfaction. Zimmerman Skinner & Briner (1980) reported that married home economics teachers were more satisfied with their jobs than unmarried teachers. Fetsch and Kennington (1997) also found relationship between marital status and job satisfaction levels. They found both divorced and married subjects to be more
satisfied with their jobs than subjects who were never married, remarried or widowed.

**TYPE OF INSTITUTION & JOB SATISFACTION**

It was hypothesized that type of institution would not be a significant factor in determining the level of job satisfaction of secondary school women teachers. The obtained results are supportive of the null hypothesis. The mean job satisfaction scores of govt. school teachers and private school teachers did not differ significantly in the matter of job satisfaction.

When we compare this finding with the previous findings, we find very few researches in this specified field and there is a dearth of studies. The available findings are not in tune with the present. The study of Sanghi (1992) is an important approach in this field.