

A STUDY ON JOB SATISFACTION OF WOMEN CONSTABLES IN KANYAKUMARI DISTRICT

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Abstract

Job satisfaction is an extremely and systematically investigated work related attitude and is generally defined by the theorist. Job Satisfaction is correlated positively with employee productivity and then negatively with employee turnover. The reliable seeking ways or techniques to actively promote the job satisfaction among employees might have the optimistic societal consequences in the form of enhanced well-being of employees and their family. There are abundant studies to explore the sources of job satisfaction. Job satisfaction is a very important attribute which is frequently measured by organizations. The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions relate to rate of pay, work responsibilities, variety of tasks, promotional opportunities, the work itself and co-workers. 120 Samples were selected for this study.

Introduction

In this world, even though women have started to enter all the fields compared with their male counterparts, still they are expected to keep themselves from shoulder to shoulder with opposite sex and they are expected to take care of the household duties also. As women are being increasingly employed in various fields starting from academics to medicine to research, they are being employed in police force also. It is widely accepted that occupational stress is inbuilt with role of police work. Specifically, Women in police force are confronting many issues which leads to extreme level of stress compared with other women professionals in banking sector, IT/ITES industry, teaching field etc. Even though women constitute almost half of the population (48.04 Percent) in India, still women are suffering to face many challenges in their working environment like “Equal pay for Equal work”, “Sexual Harassment”, “Discrimination in Promotion systems or career advancement.” Even though many efforts are taken in all over the World and in India to eliminate discrimination in the labor force, gender stereotyping plays a vital role to limit the recruitment of women in police force.

Review of Literature

Priya Xavier and Dr. K. Prabhakar (2018) administered that police personnel in higher cadre were loaded with more work, conflicting job demands, more responsibilities, time pressure and deadlines, physical strain of work environment and long hours. Police employees observed stress due to lack of public support, career development opportunities and inadequate rewards.

Mahesh Kumar Maurya (2018) in his paper “Mental Health Status and Job Satisfaction of Male and Female Police Personnel in India” he examined the patterns of relationships between mental health status and job satisfaction among male and female civil police personnel. He has analyzed statistically in order to examine the relationships between the variables such as age, salary, experience, job satisfaction and psychological well-being which are significantly different among male and female civil police personnel. The findings of the study are that the police department should concentrate on removing inconsistency in the job conditions of male and female police personnel by providing meditation, yoga and relaxation classes to reduce the level of stress.

Statement of the Problem

Police force is one among many challenging fields in which women are playing a vital role. Working population of women is highly increasing in the recent days but they face lots of problems mentally and physically both at home and at their workplace like gender discrimination, lack of recognition and appreciation, engaging only to escort women and children to court and prison, traffic control with no safety measures, lack of toilet facilities, night patrols, VIP bandobust and problem in balancing work and family along with certain harassment problems. All these issues can be taken into account as a reason for an individual’s level of job satisfaction and dissatisfaction. Therefore, the aim of

this study is to identify the reason behind the satisfaction and dissatisfaction level of their job by analyzing different variables for which the researcher has gone through lots of literature reviews using books, journals, newspapers, thesis works and collected more information about police in general, their origin, organizational structure, nature of work, etc.

Objectives of the study

1. To identify the Demographic profile of women constables in Kanyakumari district.
2. To find out the level of satisfaction among women constables in Kanyakumari district
3. To examine the motivational factors to join women in police department.

Hypothesis of the study

H01 = There is no significance difference between Age and levels of job Satisfaction.

H02 = There is no significance difference between Education and levels of job satisfaction.

H03=There is no significance association between Marital status and levels of job satisfaction.

H04 =There is no significance association between experience and levels of job satisfaction.

Research Design

The research has used descriptive research design for the study. The main aim for having used this design was to analysis the problem precisely as well as to increase the knowledge of the researcher about the magnitude of the problems, hence descriptive design was adopted for the present study.

Methodology

The study was carried out in overall kanyakumari district. Convenience sampling method was used to collect the data. The sample collected was 120 from women constables. ANOVA, Weighted score and Garrett Rank techniques were used to analyse the data. Both Primary and Secondary data were collected for the study.

Results and Discussions

1. Demographic Profile and levels of satisfaction

Table 1. Analysis of variance between selected variables and Job satisfaction.

Personal Variable	Mean	Std.deviation	F	P Value	Result
Age	16.08	3.41	2.602	.004	***
Educational Qualification	16.08	3.41	1.074	.361	NS
Marital Status	16.08	3.41	2.282	.012	***
Experience	16.08	3.41	5.890	.000	***
Occupation	16.08	3.41	8.955	.014	***

Source: Computed Data

***Significant at 0.05% level

NS= Not Significant

The above table shows that there is some significant relationship between Age, Marital status, Experience and Occupation. Hence the null hypothesis is rejected and the Educational qualification has no significant influence on their job satisfaction. Hence the hypothesis is accepted.

2 Stress and Job satisfaction of women constables

The following table indicates the two important stress faced by the women constables

Table 2, Descriptive statistics of stress and Job satisfaction of women constables

Variables	N	Minimum	Maximum	Mean	Standard Deviation
Organisational stress	120	10	30	27.01	7.85
Occupational Stress	120	10	28	26.74	5.42
Overall stress	120	20	78	63.67	12.60

Table 2 shows that the organisational stress minimum score was 10 and maximum score was 30 with the mean of 27.01 and standard deviation of 7.85. The occupational stress minimum score was 10 and maximum score was 28 with the mean of 26.74 and standard deviation of 5.42.

3 Motivational factors affecting the level of job satisfaction of Women Constables

The following table shows that the Motivational factors affecting the level of job satisfaction by the women constables. These are ranked with the help of Garrett mean score method.

Table 3, Motivational Factors

MOTIVATIONAL FACTORS	GARRETT MEAN SCORE	RANK
Employment Condition	78.2	I
Organizational Factors	72.3	II
Recognition	69.5	III
Job Security	65.3	IV
Salaries	62.2	V
Prestige	60.4	VI
Chances for Promotion	58.2	VII

Source: Computed Data

Table 3 reveals that the most of the respondents are joined for Employment condition, with the mean score of 78.2, followed by Organizational factors with the mean score of 72.3, Recognition with the mean score of 69.5, Job security with the mean score of 65.3, Salaries with the mean score of 62.2, Prestige with the mean score of 60.4 and the least rank is given by Chances for promotion with the mean score of 58.2.

Suggestions

1. Motivation and recognition are the two important factors for an employee to work with more interest. This must be taken by the higher officials in the police department or government to ensure appreciation for hard work through rewards, promotions along with the proper regulation of their working hours instead of making them work day and night.
2. Most of the women police report that they are not equally treated with men and discrimination persist in their department. The higher officials in the department may attention to this problem and suggest their male subordinates to treat their female equally with respect without suppression, keeping in mind that they are selected for the post by fulfilling the same criteria's and are similarly qualified as that of men.
3. The police department can organize a social gathering which can be motivating to the employees. This will also help in developing a healthy superior-subordinate relationship which will raise the morale of the constables.
4. As the policewomen are not free to discuss and share their opinions with their higher offices, there should be few complaint and suggestions boxes placed in the workplace. This is a good way to get the feedback from them without revealing their identity. They can take the opportunity and feel free to express their opinions on the policies of the department and the problems they are facing in the workplace.

Conclusion

Job satisfaction among women constables in Kanyakumari depends on a number of factors namely organizational procedures, working conditions, development program, monetary and non-monetary benefits, recognition, working hours, working environment and services. Thus, by focusing on these factors, job satisfaction level of women constables in Kanyakumari can be increased which will directly affect their productivity and performance. Special job assignments and timely promotions also have significant impact on the job satisfaction level of women constables of Kanyakumari district. Thus, provision of more special job assignments and greater promotion chances will raise the job satisfaction level of women police personnel in Kanyakumari which ultimately will enhance their performance.

References

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