

INFLUENCE OF DEMOGRAPHICS ON DIMENSIONS OF JOB SATISFACTION AMONG THE WOMEN

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Abstract

The profile of the women employees working in both private and public sector malls. It identifies important aspects of dimensions of jobs satisfaction in both public and none famous mall. Opinion about motivation for job satisfaction among women is enumerated. Influence of demographics on dimensions of job satisfaction among women were analyzed separately for public sector malls and none famous mall. It also explores the influence of mailing sectors on job satisfaction. It enhances the association between mailing sectors and dimensions of job satisfaction. Last two sections deals with the predictability for job satisfaction among women in both public and none famous mall through regression analysis. The information about the background of 500 women employees from selected malls both public and private is explored. A detailed interview schedule was conducted to the women employees to record the required information.

1. Introduction

Confirmatory factor analysis (CFA) is mostly used in social research which has a special form of factor analysis. It is used for testing measures of construction which is consistent where researchers need to understand the construct nature or factor. Confirmatory factor analysis is performed for dimensions in job satisfaction of women employees working in mailing sector by using moment structure (AMOS 16.1) structure analysis for verifying the structure and factors of the variables. Confirmatory factor analysis (CFA) is a special form of factor analysis, most commonly Used in social research. It is used to test whether measures of a construct are consistent with a researcher's understanding of the nature of that construct (or factor). Confirmatory factor analysis was performed for Dimensions of job satisfaction among women for women employees working in mailing sector by using Analysis of moment structure (AMOS 16.1) to verify factor structure of the variables. The High-qualityness about fit list ranges between 0 with 1 and closer should one side of the point on a flawless fit model (Joreskog & Sorbom, 1984). Root-Mean square slip close estimation (RMSEA) ranges starting with 0 on 1 for a littler worth representing an exceptional model (Browne & Cudeek 1993. Expected cross acceptance list (ECVI) is assess of how great those outcome gotten from you quit offering on that one test can be summed up on different tests. This measure continuously stays certain and closer should zero representing a finer model (Browne & Cudeek 1993. Chi square may be delicate will bigger example extent Furthermore force of that test. In this way it is suggested the utilization about proportion of chi square to level of flexibility. Carmines & McIver (1981) recommend that 2 with 1 or 3 to 1 will be demonstrative for satisfactory model between

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speculative model Also test information. Proportion more or less five alternately less will be recognized will make sensible (Wheaton, Muthen, Alwin & Summers 1977).

2. Confirmatory factor analysis

The results of Confirmatory factor analysis carried out for dimensions of job satisfaction along with women employees working in mall sector are displayed in the table 1.

Factors	GF I	AG FI	RMS EA	ECV I	Chi- square worth
Work activities	.963	.921	.131	.136	3.145
Use of skills and abilities	.981	.942	.092	.093	4.162
Work Relations hips	.970	.909	.119	.121	3.474
Organizational policies	.924	.904	.286	.024	2.362
Recognition and reward	.982	.962	.064	.103	4.179
Pay and Promotion	.937	.907	.262	.173	1.821
Working conditions	.904	.885	.115	.210	4.851

Table 1 Confirmatory factor analysis for dimensions of job satisfaction

1. Those GFI to worth of effort exercises may be. 963 and the AGFI quality will be. 921, representing a sensibly excellent fit, the RMSEA worth will be. 131 which will be inside the range, representing a enhanced model fit, those ECVI worth is. 136, which may be sure and inside the limit, that Chi-square quality about this model will be 3. 145 representing sensibly handy high-quality fit. (Ref. Fig 1)
2. The GFI worth for Use of skills and abilities is.981 and AGFI worth is.942, representing high-quality fit, RMSEA worth is.092 a lesser worth representing a improved model and ECVI is.093, that is contained by the satisfactory range representing a improved model fit, the Chi-square worth is 4.162 representing practically high-quality fit. (Ref. Fig 2)

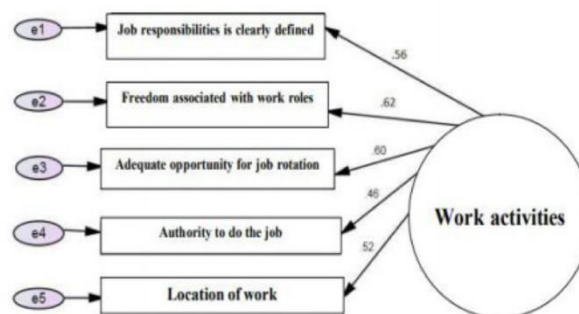


Figure 1: Work Activities

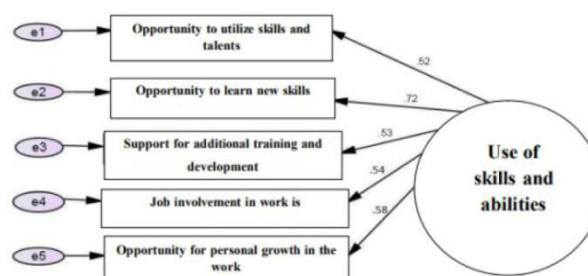


Figure 2: Use of skills and abilities

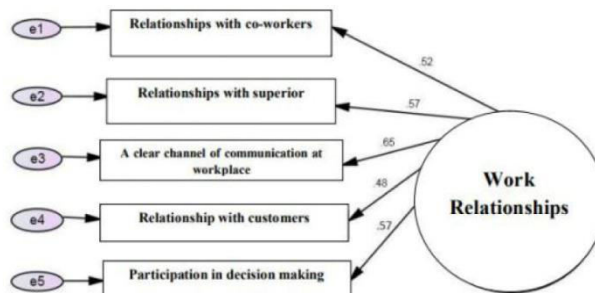


Figure 3: Work Relationships

The GFI worth for Work Relationships is.970 and AGFI worth is.909, representing high-quality fit, RMSEA worth is.119, a smaller worth representing a high-quality model and ECVI is.121, which is positive and closer to zero representing a high-quality model, the Chi-square worth is 3.474 representing reasonably high-quality fit. (Ref. Fig 3).

The GFI worth for organizational policies is.924 and AGFI worth is.904, representing high-quality fit, RMSEA worth is.286, a lesser worth representing a high-quality model and ECVI is.024, that is positive and closer to zero representing a high-quality model, the Chi-square worth is 2.362 representing reasonably high-quality fit. (Ref. Fig 4).

The GFI worth for Recognition and reward is.982 and AGFI worth is.962, representing high-quality fit, RMSEA worth is.064, a smaller worth representing a high-quality model and ECVI is.103, that is positive and closer to zero representing a high-quality model, the Chi-square worth is 4.179 representing practically high-quality fit. (Ref. Fig 5).

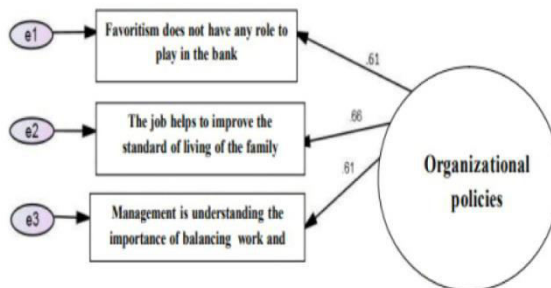


Figure 4: Organizational policies

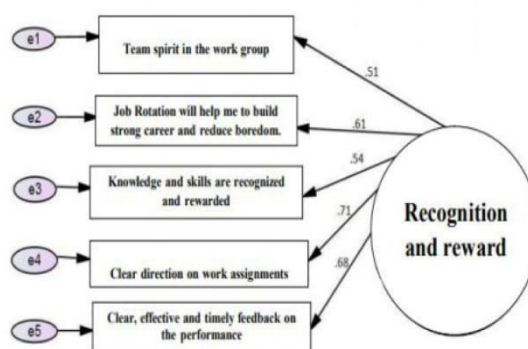


Figure 5: Recognition and reward

The GFI worth for Pay and Promotion is.937 and AGFI worth is.907, representing high-quality fit, RMSEA worth is.262, a smaller worth representing a high-quality model and ECVI is.173, which is positive and closer to zero representing a high-quality model, the Chi-square worth is 1.821 representing practically high-quality fit. (Ref. Fig 6).

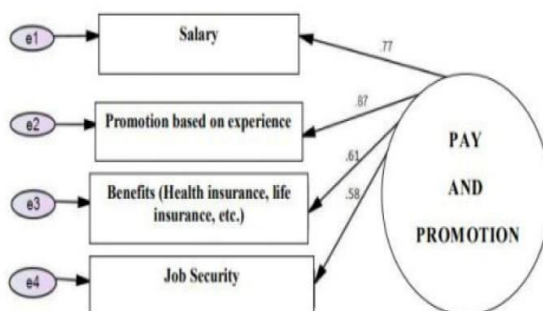


Figure 6: Pay and Promotion

The GFI worth for functioning conditions is.904 and AGFI worth is.885, representing high-quality fit, RMSEA worth is.115, a smaller worth representing a high-quality model and ECVI is.210, that is positive and closer to zero representing a high-quality model, the Chi-square worth is 4.851 representing practically high-quality fit. (Ref. Fig 7)

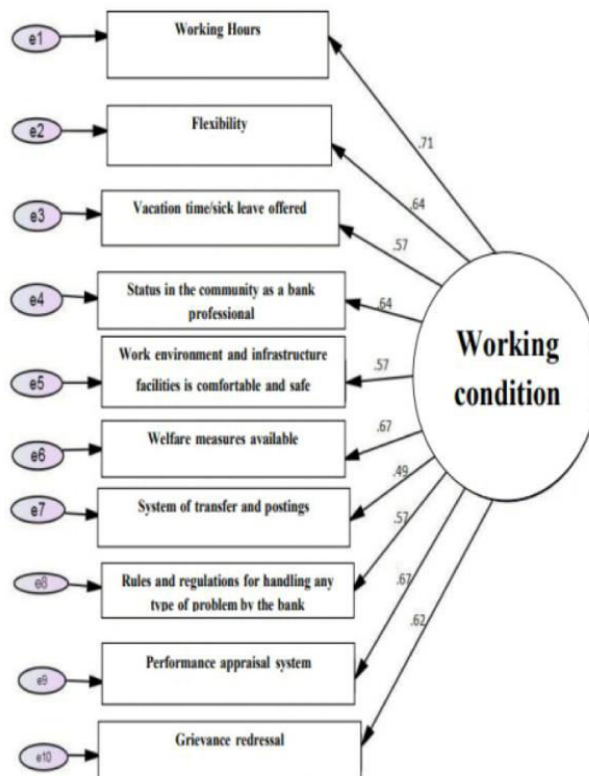


Figure 7: Working condition

2. Conclusion

Profitable human asset those executives and care up higher employment satisfaction level done shopping centers settle on a choice the presentation of the shopping center and also impact the advancement Furthermore execution of the entirety economy. Along these lines, to the achievement of malling, it is basic with manage mankind's benefit effectively and with find if its agents need aid satisfied or not. Just on the off opportunity that they would fulfilled, they will worth of effort for obligation Furthermore dare an sure picture of the association. This examination covers a wide scope of free factors that essentially impact the activity fulfillment of female representatives working in malls; be that as it may, nothing unless there are other options referenced examinations dissect the activity fulfillment of female representatives in non-mall money related organizations, which makes a chance to manage through an examination.

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