

INTERNATIONAL BOOK

**Job Satisfaction With Reference To
Socio-Economic Status Of Urban And Rural
Employed Homemakers**



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(Arti Samarth)

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CHAPTER – I

INTRODUCTION

1.1 Background Of The Study

For centuries, the role of the homemaker has been adequately appreciated by the society. She plays a pivotal and invaluable role in keeping society healthy, happy, well nourished and balanced. Therefore, in importance, the household work is ever-ranked higher than that of the factories, fields and offices. The time commitment for full-time homemaker varies with number of and ages of children. This workload is greater than fulltime employment in other occupations. Home related work is more flexible yet more demanding in its time management. In contrast to many occupational roles homemaker is that entity who is engross throughout a week without any monetary gain, benefits and vacation which is generally observed in other vocations and occupations.

From worldview point, the entrance of homemakers in employment was noticed before 2nd world war only because of upcoming firms and industries due to industrial revolution. With respect to Indian society, the entry of homemakers in various jobs was promptly noticed from 1990 and onwards. So the past two decades have witnessed a drastic change in the Indian society's attitude that today's homemakers have additional responsibilities to fulfill both inside and outside the home. Now homemakers' employment is common phenomenon in modern era of 21st century. And as India is fast developing country, it has professionally qualified and working homemakers largest in number in the world, which includes workers at all levels of skills - from doctors, scientists and professors, airline pilot to bus conductors. This is due to higher education and an accelerated expansion of employment opportunities, which is necessary for both poverty alleviation and effective utilization of human resources for economic and social development of country.

Homemakers continue to play a vital role in the socio-economic set-up even today in several part of the world; India is no exception to this phenomenon. The growth of civilization advances in science and technology, Modernization and automization etc. have geared up the employment of women in the economy of our country so homemakers are employed in several occupations, trades, business and industries. Considerable numbers of homemakers also have employment in

public and private services. This shows that if opportunities are given, homemakers apply their skills more effectively and the society can be benefitted from their competencies.

From the above discussion, it is promptly and positively observed that society in general and the Government, in particular, have the green signal to the involvement of homemakers' participation for the process of formal Nation building and development. So, the numbers of legislations have been enhance,. In India, to protect the rights and privileges of employed homemakers, Government has provided medical facilities, pension benefits and also inclusion of contributory provident fund [CPF] scheme.

Homemakers' contribution to workforce is not new. From the ancient time they are contributing to the economy. From pastoral society to contemporary well-advanced society, the role of women has changed significantly. The change in socio-economic and psycho cultural aspect of human living has influenced the role of women.

a. ANCIENT HISTORY OF INDIAN SOCIETY

Homemakers have enjoyed glorious status role in ancient Vedic times by entering teaching, medicine, administration and business. But after that Christian era and Mughal invasions degraded them to inferior status forcing limited to only 3-k's- kitchen, kam and kids.

b. HISTORY OF THE MEDIEVAL PERIOD

Though deterioration in status of homemakers was continued, efforts of Emperor Akbar brought reformation that few women made remarkable status in society which was followed by Buddhism to restore.

c. HISTORY OF BRITISH PERIOD

Even during the period of British rule, the status of women was secondary, subordinate and substandard. However, there were strong and staunch reformists like, Raja Ram Mohan Rai and Mahatma Jyotiba Fule who pressurized the British government to inact the Acts and Resolutions for the betterment of women's status in India. The reform movement undertaken by these two stalwarts merged with the National movement under the leadership of Mahatma Gandhi towards restoration of position of women in Indian society.

d. PRESENT SCENARIO OF INDIAN SOCIETY

Country's Independence geared Women to achieve much by way of constitutional rights to secure their dues in the social, economic and political fabrics of the society. An

industrial revolution and the urbanization have brought rapid changes and modernization of society, which leads to changes in social structure and socioeconomic environment of the family and community. The following factors are causative for the breakdown of the traditional family system:-

- The growth of the family itself
- Necessity to increase family income
- Desire of improved living standard
- Individual freedom trend
- Legal changes etc

In a new socio-economic situation, now the family concept is that of individuals who are interactive and communicative with each other, resulting to be supportive, inspiring and encouraging. So the increasing number of homemakers is entering the work-world, not only to supplement the family but also to fulfill their aspirations. In today's world, the responsibilities of women have attained new definitions and standpoints as they now share the financial responsibilities also.

1.2. SIGNIFICANCE AND NEED OF THE STUDY

The socio-economic environmental scene, in which homemakers started to work, has taken a different turn in the modern society. This makes jobs more challenging and seeks more support from their family members. Happiness depends to a large extent upon satisfactory adjustment to work. Studies have revealed that the adjustment must be made in a number of areas. So there are a number of conditions that influence homemakers' adjustment. Married women, who constitute a large proportion of the female labour force, often must adapt their work interests to their home responsibilities or to changes in spouses' jobs. The urban and rural settings are also different, as well as families they belong to, the occupation they are in, their income, age, caste and length of service etc have effect and impact on the satisfaction.

The significant fact about the unhappiness that occurs during the life span is that affects people's attitudes and, in turn, leaves its mark on their personalities. Whether they may be children caretakers, workers, housewives or business executives, their chances of developing their potentials are greatly reduced by their unhappy mental states. One of the most serious facts about unhappiness is that it may often do become a habit. And, like all

habits, the longer it exists, the more difficult it becomes to change it. This situation affects negatively to the development of human resource, in many ways such as developing healthy human relations, safety and health of employed homemakers and optimum utilization of employees.

In today's economic situation an earning homemaker goes a long way to help family. The employed homemaker is the force behind rising out standard of living. Homemakers' economic capabilities remain subdued and underutilized because for the majority of them suffer more work than wages, more load than capacity, and more compulsion than choice. Whatever may be the types of jobs accepted by homemakers, there are some situational parameters which may directly or indirectly influence the level of job satisfaction. Accordingly there are series of doubtful and penetrating queries to be answered scientifically such as-

1. Is it that urban and rural employed homemakers have to face monotonous and routines of jobs, which may hamper their creativity adversely?
2. Is it that urban and rural employed homemakers have opportunities for advancement in future life?
3. Is it that there are dead-ends, for advancement, which may negate urban and rural employed homemakers' job satisfaction?
4. Is it that urban and rural employed homemakers have the benefits of favourable work culture, which may add to their level of job satisfaction?
5. Is it that urban and rural employed homemakers are satisfied with respect to their physical working conditions and working hours?
6. Can there be any significant impact of public and private sectors on urban and rural employed homemakers with respect to job satisfaction?
7. Can there be any significant impact of socio-economic status on urban and rural employed homemakers with respect to job satisfaction?

Likewise, the list of queries can be extended. A systematic study will reveal the problems of homemakers' job satisfaction. Keeping in view the reasonability, rationality and relevance of above queries the investigator thought of accepting this genuine challenge to study in detail by undertaking the research investigation, hence the topic of present research runs as under:-

“STUDY ON JOB SATISFACTION WITH REFERENCE TO SOCIO-ECONOMIC STATUS OF URBAN AND RURAL EMPLOYED HOMEMAKERS”

1.3 RESEARCH OBJECTIVES

The present study has the following specific research objectives

To study socio-economic profile of the urban and rural employed homemakers, related to job satisfaction.

To evaluate the working conditions of urban and rural employed homemakers.

To evaluate level of job satisfaction among urban and rural employed homemakers.

To compare the level of job satisfaction of urban and rural employed homemakers in relation to public and private sectors.

To find out the relation between job satisfaction and socioeconomic status of urban and rural employed homemakers.

To suggest measures for future with respect to selected parameters of the study.

1.4. HYPOTHESES OF THE STUDY

The present study has following null hypotheses formulated with respect to different parameters.

HO1. “There is no real difference in working conditions of urban and rural employed homemakers, and if it is, it is just by chance only.”

HO2. “There is no real difference in job satisfaction of urban and rural employed homemakers and if it is, it is just by chance only.”

HO3. “There is no real difference in level of job satisfaction of urban and rural employed homemakers of public and private sector, and if it is, it is just by chance only.”

HO4. “There is no real difference in level of job satisfaction and socio-economic status of urban and rural employed homemakers and if it is, it is just by chance only.”

1.5 LIMITATIONS AND SCOPE OF THE STUDY

1. The present study is limited to married employed homemakers with children only who are engaged in full-time job or occupation to work for pay.
2. The study is restricted to urban and rural employed homemakers of public and private organizations in organized sector only.
3. The size of sample is limited to 194 urban and rural employed homemakers.

4. The present study Is limited to employed homemakers working in bank, education and health services of Bramhapuri area only.
5. The study is limited to urban and rural employed homemakers only of Bramhapuri area in Chandrapur district of Nagpur region of Vidarbha in Maharashtra state.

The scope of the present study is with main aim to evaluate job satisfaction with respect to socio-economic status of urban and rural employed homemakers of public and private organized sector. Study further intends to examine the similarities and differences in job satisfaction of employed homemakers of Bramhapuri area from Chandrapur district in Nagpur region of Vidarbha in Maharashtra state of India.

1.6 THE DEFINITION OF TERMS

There are some terms that need to be defined to make this research easier to understand. These are:

i. JOB SATISFACTION

Job satisfaction is the mental feeling of favorableness about his/her job and the amount of pleasure or contentment associated with a job.

ii. EMPLOYED HOMEMAKERS

Employed homemakers are married working women those have children and who are engaged to earn in any fulltime job or occupation or work for pay.

iii. SOCIO-ECONOMIC-STATUS

The term is defined as ‘The level indicator of both social and economic achievement of an individual or group.’

iv. URBAN AND RURAL AREAS

Territory or housing units located in places with a population 5000 or more referred as urban and rural means any territory that is not urban.

v. ORGANIZED SECTOR

It means people working in the public or private sector wholly employed on fulltime basis.

CHATER - II

REVIEW OF LITERATURE

A Review of past knowledge has a crucial role in research. The writings of recognized authorities as evidences make to aware of the status of the issue, background to present study for formulation of different hypotheses. It also motivate researcher to contribute something new to existing knowledge by enlarge, enrich and clarify thinking. So the researcher has used direct and indirect sources, which are encyclopedias, dictionaries, books, journals, periodicals, theses, abstracts, newspapers and websites, blogs on internet, which were easily available at libraries of the Universities, Institutes and relevant Departments. The conceptual literature concerning the concepts, theories and empirical studies were logically arranged and presented under following break-ups relevantly to the present study.

1. What is job?

- i. Definitions
- ii. Common work attitude

2. What is satisfaction?

3. What is job satisfaction?

- i. History
- ii. Definitions
- iii. Models
- iv. Determinants of job satisfaction
- v. Measurement
- vi. Importance

B. What is socio-economic status?

1. Status in different society
2. Determinants of socio-economic status
3. Types of socio-economic status

C. Urban and rural employment

1. Urbanization, Modernization
2. Urban-rural areas
3. Urban Vs rural living

D. Globalization and employment relations

1. Globalization, Privatization, Liberalization, Industrialization
 2. Social effect
 3. Impact on society: jobs and income inequalities
- E. Organized sector
- F. Employment of women
- G. Impact of information age on women's work-force
- H. Studies conducted

When adult individuals began to think seriously about their future, they are concerned about an occupation or job as a life-time career which is one of the most important human activities in the society, so the present study is referred to job satisfaction i.e. a general attitude toward of employees to their job and as so there is need to know more about it, in context of an employees' physical and mental health for well-being. By getting answers of the questions like, how employees can be satisfied with their jobs? While in a work situation, if sometimes happens that feeling of misfit in the situation or feeling dissatisfied with the job? What is the reason behind it? To know it in detail, it is necessary to discuss, what is the job? What is satisfaction? And what is job satisfaction? etc.

A. WHAT IS JOB?

Definition of the term "job is defined as under,

"A job is a 'work with special interest'.

A job is nothing but 'a wage policy for management', S.D. Charm [1949] to Management Science, Job means a 'Measurement of responsibility' N.R.F. Maiyer, E. Jagues [1956] in Applied Psychology, 'It is an employee routine' [R.C. Smyth and M.J. Murphy, 1946] to Psychology in Industry, while from view of Industrial Psychology, [R. L. Thorndike 1949] A job is a 'Personnel selection' Source-Encyclopedia of Britannica¹ [1966]

According to Webster²-[1943] Third New International Dictionary, "Job" has origin, lump from jobby, is related to Performance, piece of business, Regular remunerative position, Specific duty role, An undertaking and The actual process of doing.

HISTORICAL PERSPECTIVE

The meaning of term 'job' has its historical background right from sixteenth century to nineteenth century. In 1557, it was defined as "a piece of work in one's own calling", or transaction for hire or with a special view to profit,

In the year 1667, it was defined as a piece of work for personal profit or private interest,

In 1694, it was defined as an "affair, business, occurrence", In the year 1785, it was defined as anything one has to do, and in the year 1863. It was defined as "a piece of work for definite time." Thus timely the mean was changed accordingly

Source-A Shorter Oxford English Dictionary³ [1967], on historical principles.

As per Encarta world English Dictionary⁴ [1999] explained "Job" is 'a piece of work to be done', An activity that somebody regularly does for pay; The condition of working for pay,; or the work, especially paid work, that somebody does.

According to Compact Oxford⁵ Reference Dictionary [2001] the origin was unknown, and the term "job" means a paid position of regular employment, or occasional work.

From above various Dictionaries sources, it is prominently observed that meaning and Definitions of 'job' is mostly related to 1. A piece of work or 2. Labour, followed by 3. Efforts.

IN ECONOMICS, "job" is as labour,*

Labour is the sustained effort required to achieve something,
R.Dutt [1997]⁶, 'A job is an effort necessary to satisfy human needs'.

Thus, job is the physical or mental effort directed at doing or making something, or the Labour has a great variety of functions, transformation of raw materials into objects serviceable to humans; distribution, or transference of useful objects from one place to another, as determined by human needs; such as accounting and clerical work; and personal services such as those rendered by physicians and teachers.

Many economists distinguish between productive and unproductive labour. The former consists of those kinds of exertion that produce utility embodied in natural objects. Unproductive labour, like that of the musician, is useful but does not add to the material wealth of the community.

IN PSYCHOLOGY, Berry⁷[1967],

"Every job is an instance of the employment"

It is a relationship, embodying a contract (substantive or implied) to exchange an ability to work (labour, provide service, exercise ingenuity, direct efforts of others, etc.) for rewards (both material and symbolic). True, performing work tasks provides a stream of experiences, technical and social, that can energize psychosocial responses.

The contractual terms - above all, are those concerning about pay and job security. This distinction is described by Rose [2001], relates to the double meaning of the word 'job': the work tasks performed and the post occupied by the person performing those tasks.

ii. FACTORS RESPONSIBLE FOR COMMON WORK

Unquestionably, employees' attitude is influencing factor to vocational or work adjustment. Havinghurst [1965] concluded from a study on workers' attitude toward work that workers can be divided into two categories.

1. Society-maintaining job attitude.

Employees have little or no interest in their work gain little personal satisfaction from it. Their main interest is in their pay-checks and regard job as heavy or unpleasant burdens and look forward to their time of retirement.

2. Ego-involving job attitude

Employees derive great personal satisfaction from job because for some work is of a base of self respect and sense of worth i.e. mean of gaining prestige, a locus of social participation, or a source of intrinsic enjoyment or creative self expression, as well as a way of making pleasant time pass and routine manner they may become preoccupied to other interest and retirement.

What is Satisfaction?

Elizabeth Hurlock[1981], quoted in her book that,

'In work the greatest satisfaction lies'—

The satisfaction in job induces motivation and interest in work,of stretching ourselves, using our abilities and making them expand,it could have been done only by using our unique apparatus. This is really the centre of life, and those who never oriented themselves in this direction are missing more than they ever know.

It is doubtful that a state as cent-percent satisfaction or happiness and dissatisfaction exists, because it is relative state of well-being and contentment. There are three essentials to happiness i.e. 3 A's means Acceptance, Affection and Achievement.

Achievement without affection and acceptance leads to self-dissatisfaction and this, in turn, affect the person's attitude or outlook of life. Satisfaction is determined by the difference between the exact amount a person received and what they expected. Therefore, dissatisfaction occurs when a person receives less or more than what was expected.

The compact oxford dictionary describes

'Satisfaction as a state of being gratified or satisfied.'

The Free

Dictionary¹¹.com explained

- Gratification, happiness, pride, contentment, fulfillment,
- An emotional state, a spirit - the state of a person's emotions (especially with regard to pleasure or dejection); "this emotional state depended on opinion";
- Quality of life - personal satisfaction (or dissatisfaction) with the cultural or intellectual conditions under which lies in mind (as distinct from material comfort); "the good job conditions is expected to improve the quality of life".
- Comfort - satisfaction or physical well-being provided by a person or thing;

These are all above words for the good feeling that when we are happy or when we have achieved something. Satisfaction, the good feeling that have when you have achieved something or when something that we wanted to happen does happen: Money can't buy happiness, pride a feeling of pleasure or satisfaction that we get when people who are connected with it, have done something well or own something that other people admire.

Encarta dictionary explained as 'The origin is from French ultimately 14th C. via Latin 'satisficere' from satis 'enough' facere 'to make'.

- Contentment (rather formal) a feeling of happiness or satisfaction with what we have:
- Fulfillment - a feeling of happiness or satisfaction with what we do or have done.
- Happiness - with the way that has been arranged or done.
- Freedom from doubt - the assurance that has been fully explained or settled.
- Compensation –

Meltzer and Ludwig [1967]¹², reported that the relative importance of factors in the adult years is due to family, good health, achievement, autonomy, type of work, work status, living and work conditions, material possessions, emotional adjustment, realism of self and

role concepts, attitude toward an age period and balance between expectations and achievements etc.

At every age level, and at all times there are times of happiness, satisfaction and dissatisfaction, if pleasant experiences outweigh the unpleasant, individual will be satisfied and happy and vice-versa. If unpleasant outweigh the pleasant, dissatisfaction consider as unhappy.

- Happiness varies at different times in the life span.
- Happiness at one age does not guarantee of satisfaction at other ages.
- At every age there are sex differences in satisfaction.
- At every age there are obstacles to happiness.

How successfully young, adults adjust to their chosen job or vocation can be judged by three criteria:

- a. their achievements on the job,
- b. the amount of voluntary job selection and job-hopping and
- c. the degree of job satisfaction they and their family derive from job and the socio-economic status associated with it.

From above discussion, the researcher feels that satisfaction is needful emotion as Happiness as in encyclopedia, books and dictionaries explained, which followed by gratification and fulfillment, through which individual gets motivated to achieve more in life.

WHAT IS JOB SATISFACTION?

Job satisfaction, Elizabeth Hurlock

**“The best single criterion of vocational adjustment
is the degree of satisfaction derived from work.”**

Employees who are satisfied with their jobs become dedicated to their work and loyal to their organization. As a result, it plays an important role in keeping workers' morale at a high level. From a personal point of view, job satisfaction contributes to the workers' self satisfaction and this, in turn, contributes to the workers' happiness. Thus, it is a positive emotional state that occurs when a person's job seems to fulfill one's needs. It is not always related with the money factor-because some people also work to satisfy their urge to work.*

Dissatisfaction in a job occurs due to many negative factors. Hence, Job Satisfaction is a degree to which an individual feels positively or negatively about various aspects of the job that causes less turnover and absenteeism among unsatisfied workers.

i. HISTORY

Scientific management (Taylorism) also had a significant impact on the study of job satisfaction. Frederick Winslow Taylor's¹³ [1911] argued that

‘There was a single best way to perform any given work task.’

The initial use of scientific management by industries greatly increased productivity because workers were forced to work at a faster pace. However, workers became exhausted and dissatisfied, thus leaving researchers with new questions to answer regarding job satisfaction.*

One of the biggest preludes to the study of job satisfaction was the Hawthorne studies. These studies (1924–1933), primarily credited to Elton Mayo¹⁴ [1927] of the Harvard Business School, sought to find the effects of various conditions, most notably illumination on workers' productivity.

These studies ultimately showed that novel changes in work conditions temporarily increase productivity, called the Hawthorne Effect. It was later found that this increase resulted, not from the new conditions, but from the knowledge of being observed.**

This finding provided strong evidence that people work for other purposes or than pay, which paved the way for researchers to investigate other factors in job satisfaction. Hence, job satisfaction is a very important attribute which is frequently measured by organizations.

ii. Definition

Job satisfaction has been defined in several different ways and a definitive designation for the term is unlikely to materialize. A simple or general way to define it therefore is as an attitudinal variable: Job satisfaction is simply how people feel about their jobs and different aspects of their jobs.

Dr. Mohanty [1983]¹⁶ defined job satisfaction as –

**‘A pleasurable emotional state resulting from the appraisal of one’s job;
It is an affective reaction to one’s job; and an attitude towards one’s job.’**

Andrew J. DuBrin [1988]¹⁷ has defined in terms of pleasure and contentment.

“Job satisfaction is the amount of pleasure or contentment associated with a job.”

Brief (1989)¹⁸ wrote:

"If a person's work is interesting, her pay is fair, her promotional opportunities are good, her supervisor is supportive, and her coworkers are friendly, then a situational approach leads one to predict she is satisfied with her job"

Spector, (1997)¹⁹ explained

‘It is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs.’

The Harvard Professional Group (1998) sees job satisfaction as the keying radiant that leads to recognition, income, promotion, and the achievement of other goals that lead to a general feeling of fulfillment. So, in essence,

‘Job satisfaction is a product of the events and conditions ‘

Weiss (2002)²⁰ has argued that

“Job satisfaction is an attitude but it points out that researchers should clearly distinguish the objects of cognitive evaluation which are affect emotions, beliefs and behaviours.”

This definition suggests that it forms attitude towards the jobs by taking into account the feelings, beliefs, and behaviours.

Thus Job satisfaction implies doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. It is an established fact that job satisfaction usually leads to quantitative and qualitative improvement in performance.*

So, the researcher opined from above that Job satisfaction, a worker's sense of achievement and success is generally perceived to be directly linked to productivity as well as to personal wellbeing.

B. WHAT IS SOCIO-ECONOMIC-STATUS?

In sociology/anthropology, social status is the honor or prestige attached to one's position in society. It may also refer to a social rank or position that one holds in a group, can

be determined two ways. One can earn their social status by their own achievements, which is known as achieved status. Alternatively, one can be placed in the stratification system by their inherited position, which is called ascribed status.

Ascribed statuses can also be defined as those that are fixed for an individual at birth. Ascribed statuses that exist in all societies include those based upon sex, age, race ethnic group and family background. For example, a person born into a wealthy family characterized by traits such as popularity, talents and high values will have many expectations growing up. Achieved statuses meaning also what the individual acquires during his or her lifetime as a result of the exercise of knowledge, ability, skill and/or perseverance.

Occupation provides an example of status that may be either ascribed or achieved, it can be achieved by one gaining the right knowledge and skill to become socially positioned into a higher position of that job; building a person's social identity within the occupation.

A. Status in different societies

Status refers to the relative rank that an individual holds; this includes attendant rights, duties, and lifestyle, in a social hierarchy based upon honor or prestige. The word status refers to social stratification on a vertical scale. In modern societies, occupation is usually thought of as the main determinant of status, but other memberships or affiliations such as ethnic group, religion, gender, voluntary associations, fandom, hobby can have an influence. The importance of social status can be seen in the peer status hierarchy of athletes, cheerleaders.

This status can be achieved through education, occupation, and marital status. Their place within the stratification structure is determined by society's bar, which often judges them on success, success being financial, academic, and political and so on. The higher you are in rank the better off you are and the more control you have over your co-workers.

In pre-modern societies, status differentiation is widely varied. In some cases it can be quite rigid and class based, such as with the caste system, status is limited to specific personal relationships. All societies have a form of social status.³⁶

Thus status is an important idea in social stratification. Max Weber³⁷ [1946] distinguishes status from social class, though some contemporary

Empirical sociologists add the two ideas to create socioeconomic status or SES, usually operationalized as a simple index of income, education and occupational prestige.

B. Determinants of SES

While many cite income as the prime determinant of class, occupational status, educational attainment, and value systems are equally important variables. Income is in part determined by the scarcity of certain skill sets. As a result an occupation that requires a scarce skill, the attainment of which is often achieved through an educational degree, and entrusts its occupant with a high degree of influence will usually offer high economic compensation.

C. Types of Socio-economic status (SES)

In social science the "upper class or higher income group [HIG]" is the group of people at the top of a social hierarchy. Members of an upper class may have great power over the allocation of resources and governmental policy in their area. Historically in some cultures, members of an upper class often did not have to work for a living, as they were supported by earned or inherited investments, often real estate, although members of the upper class may have had less actual money than merchants.

Upper-class status commonly derived from the social position of one's family and not from one's own achievements or wealth. Much of the population that comprised the upper class consisted of aristocrats, ruling families, titled people, and religious hierarchs. These people were usually born into their status and historically there was not much movement across class boundaries. This is to say that it was much harder for an individual to move up in class simply because of the structure of society.

The upper middle class [UMIG] is a sociological concept referring to the social group constituted by higher-status members of the middle class. This is in contrast to the term lower middle class which is used for the group at the opposite end of the middle class stratum and the regular middle class. According to sociologist Max Weber* the upper middle class consists of well-educated professionals with graduate degrees and comfortable incomes.

The term middle class [MIG] and its subdivisions are an extremely vague concept as neither economists nor sociologists have precisely defined the term. There are several perceptions of the upper middle class and what the term means. In academic models the term applies to highly educate salaried professionals whose work is largely self-directed. Many have graduate degrees with educational attainment serving as the main distinguishing feature of this class.

Typical professions for this class include lawyers, physicians, dentists, engineers, accountants, management consultants, professors, architects, economists, political scientists, pharmacists, school principals, civil service executives and civilian contractors. In addition to having autonomy in their work, above-average incomes, and advanced educations, the upper middle class also tends to be influential, setting trends and largely shaping public opinion. Overall, members of this class are also secure from economic down-turns.

In socio-economic terms, the middle class is the broad group of people in contemporary society who fall socio-economically between the working class and upper class. The common measures of what constitutes middle class vary significantly between cultures. In urban India, for example, a family is considered middle class if it resides in an owner-occupied property, which in turn are attained by means of middle class values.

The middle class may be divided into two or three sub-groups. When divided into two parts, the lower middle class, also sometimes simply referred to as "middle class", consists of roughly one third of households, roughly twice as large as the upper middle class. Common occupation fields are semi-

professionals, such as lower-level managers or school teachers, small business owners and skilled craftsmen³⁸. In this system the term lower middle class relates to the demographic referred to as working class in most sociological models. Yet, some class models, such as those by sociologist Leonard Beeghly³⁹ [1977] suggest the middle class to be one cohesive socio-economic demographic, including the demographics otherwise referred to as lower, simply middle or upper middle class in one group comprising about 45% of households.

C. THE URBAN AND RURAL EMPLOYMENT

Urbanization is closely linked to modernization, industrialization, and the sociological process of rationalization. Urbanization can describe a specific condition at a set time, i.e. the proportion of total population or area in cities or towns, or the term can describe the increase of this proportion over time. So the term urbanization can represent the level of urban relative to overall population, or it can represent the rate at which the urban proportion is increasing.

A. Urbanization

Urbanization or urban drift is the physical growth of urban areas as a result of global change. The rapid growth of cities like Mumbai can be attributed largely to rural-urban migration. This kind of growth is especially commonplace in developing countries. This

growth can also be attributed to new job opportunities. People move into cities to seek economic opportunities. A major

contributing factor is known as "rural flight". In recent year surbanization of rural areas has increased. There are better basic services as well as other specialist services that aren't found in rural areas.⁴⁰

B. Urban-rural areas

It is customary to classify the population of every country at each census as Urban and Rural. Such a classification has been considerable importance and is necessary from the point of assessing the differentials in the social, economic, cultural and demographic characteristics of the population. Hence at the beginning of each census the criteria for treating a place as a town i.e. Urban are evolved and the areas then classified according to the definition. The towns broadly comprised all municipalities irrespective of the population size.

B. Rural Vs Urban Living

While there are many opportunities available if one lives in the city, there are still some benefits to living in a rural area. Some things are available in both areas, such as jobs, education, and community. In an urban setting, many kinds of jobs are available for both teenagers and young adults. Young people can find a job at malls, recreational parks and fast food restaurants easier in the city than if he/she lived in a rural area.

The job opportunities in a rural area are very limited, primarily babysitting. A teenager in a rural area would have to drive to the city for an opportunity to work perhaps in a mall or recreational park.

c. Impact on society: Jobs and Income inequality

The globalization of the job market has had negative consequences in developed countries. "Mind workers" like engineers, attorneys, scientists, professors, executives, journalists, consultants are able to compete successfully in the world market and command high wages. This has resulted in a growing gap between the incomes of the rich and poor. Income inequality in India started to rise in the late 1970s, however the rate of increase rose sharply in the 21st century; it has now reached a level comparable with that found in developing countries. *[Ahuja,2007]

E. ORGANISED SECTOR

The organized sector is characterized by the modern relations of production and is regulated and governed by laws that are meant to protect the security and the working conditions of employees and are supported by the labor organization that can look after their interest. Organized sector, in general, means people working in the banks, hospitals educational establishments where they are wholly employed on fulltime basis are also protected from different angles i.e. medical, educational, pension and such benefits the organized sector in the economy consist of:

- a. Public sector means all services under Central state and local Governments and occupations in public undertakings in the field of industry, credit, financing public utilities etc.
- b. Non-agricultural private sector establishments which employ 10 or more persons.

Employment of homemakers in the organized sector requires certain minimum educational qualifications and in such a case the logical trend would be 'the lesser the level of education the lesser opportunities for employment

Hence their participation in organized and white and blue collar world as workforce is important. Among the organized sector, service sector to some extent, offers wide scope for women's employment. Besides the profession of teaching, medicine, nursing, scientific and clerical work homemaker have chances for jobs such as telephone operators, sales assistance and secretarial functionaries and such other jobs.

F. EMPLOYMENT OF HOMEMAKERS

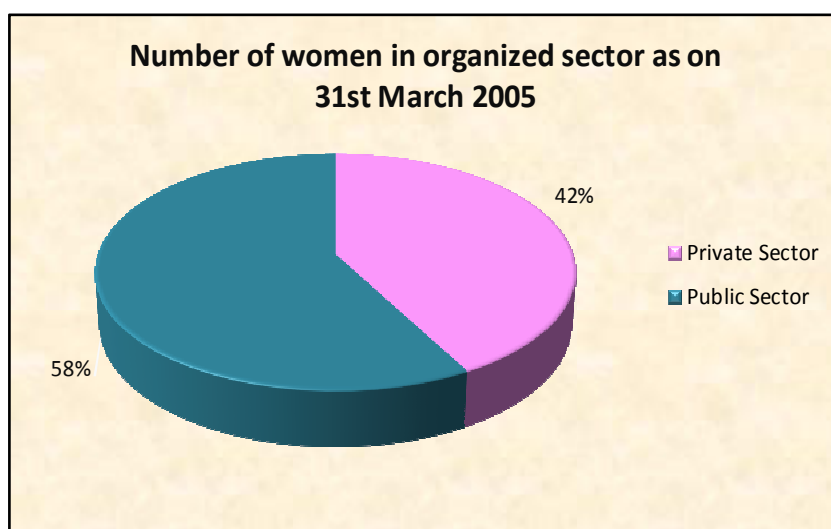
To understand the position of homemakers in employment we need to look into the past, knowledge of the past will not only help us in explaining the present but can also provide a blue-print for understanding tomorrow. Therefore, a brief of the historical background of homemakers' status in employment is attempted. This is to study the status of homemakers in employment in Ancient, Medieval, British periods and Modern India.

G. The impact of the information age on the women workforce:

Women workforce constitutes an integral part of total workforce in India. As The zone wise analysis showed an increase of 8 percent in North-Eastern Zone, followed by Western Zone (5.3per cent), Eastern Zone (3per cent) and Central Zone (1.3per cent) and Northern Zone (1.2per cent). Only Southern

Zone registered a marginal dip of 0.8 percent. on the 31st March, 2005 a total number of 50.16 Lacks women employees were engaged in the organized sector, out of which 29.21 lacs (58per cent) in the public sector and 20.95 lacks (42per cent) in the Private Sector. Employment of women in public sector increased by 1.1 percent and by 2.5 percent in the private sector during 2004-2005.[as shown below in figure no.1].

Figure 2.1. Women workforce sector-wise participation in India



Thus, the related literature from various sources enables the researcher to be aware of the different issues of the problem to be studied.

H. STUDIES CONDUCTED

There is a strong connection between feeling secure and saying one is satisfied with a job. People who state their job is secure have a much larger probability of reporting themselves happy with their work. Similarly, by some researchers, sex is also found to have an influence on job satisfaction.

There is no strong acceptance among researchers, consultants, etc., that increased job satisfaction produces improve job performance -- in fact, improved job satisfaction can sometimes decrease job performance.

A. Related to effect of Socio-economic variables on job satisfaction

Maslow* connects the creation of the existence of people's sense of satisfaction with the maintenance of the classified needs. Age is one of the factors affecting job satisfaction. Studies conducted in five different countries prove that the elder workers are more satisfied. But some found no meaningful relationship between the job satisfaction and age, professional

experience, education level, level of wage, sex and professional group was found. On the contrary, professional experience has been claimed to increase job satisfaction.

K. Sabarinathan¹ and R. Ganapathi [2001]⁴⁶, Today, many avenues of employment are available to women due to numerous technological developments. More awareness and consciousness are found among women and they compete in almost all the fields with men in India. Textile industry is one that attracts large number of women, offering them employment in various departments. A number of textile mills have been established throughout India. Dindigul district is one such district where many textile units are existing. To state specifically, most of the women members in the families are engaged in any one of the works related to textile industries in the district. But the working condition and the salary status of the women employees are yet to be probed in. Therefore, the researchers have made an attempt to analyze the socio-economic conditions and the job satisfaction level of the women employees in the textile mills.

Joshi (1999)⁴⁷ studied the relationship between the age, job experience, monthly income and education level of industrial employees of public and private sector with their job involvement and work involvement. The study also investigated the relationship between job satisfaction, job involvement and work involvement. The result revealed that employees age, job experience and monthly income were significantly associated with their job, Job involvement and work involvement, Employees monthly income was found to be significantly correlated with job satisfaction. The result further revealed that employees job satisfaction and job involvement are significantly associated. Further the results revealed that work involvement and job satisfaction were not significantly related but have an inverse relationship.

Sector of employment

The most significant of the factors affecting performance are economical, technical, socio-political, cultural and demographical ones. However, most efforts to improve performance seem to center on improving the conditions surrounding the work.

Gakher S.C. & Paul V.P.[2003]⁴⁸, studied to find the difference in the job stress, satisfaction and adjustment among 140 male and female education teachers working in Govt., public and private senior secondary schools of Chandigarh, Mohali and Panchkula. The results obtained through F-test revealed that male and teachers working in different

management differed significantly in their in job satisfaction and public school teachers were found to have high job satisfaction and better adjustment.

Joshi (1998)⁴⁹ compared the private and public Job involvement and work. Involvement of job Satisfaction, consisted of public and private sector employees. On whom Job satisfaction scale, Job Involvement scale and work Involvement scale were administered. Personal data sheets were also used to collect information regarding sex, age, and length of service result indicate that the public and private sector employees differ significantly in term of their Job satisfaction, Job involvement and work involvement.

Marital status and parenting/number of children

Regarding job satisfaction by marital status, a recurring result is that single people are among those most satisfied with their jobs. The available information about parenting/number of children and job satisfaction is scarcer than for other job satisfaction determinants but, nevertheless, interesting results emerge from different countries. Main effects of social support were significant for work satisfaction.

Yadav.etal(1999),⁵⁰ studied job involvement and family involvement as determinants of job satisfaction and marital satisfaction. The result showed that psychological identification with the job involvement and family involvement found positively correlated.

After reviewing the literature of job involvement and job satisfaction in Indian context it may be concluded that job involvement is positively correlated with organizational climate, job satisfaction, sense of participation, occupational stress, organizational commitment, personality type, family involvement, task identity, skill variety, job characteristics, job anxiety, job burnout, age turnover, mental health, social support, belonging support and need for achievement motivation.

C. Related to working conditions

Workers in India rate their work environment. The workers usually compare their working conditions with the conditions of the society, under the variable of social conditions. If the social conditions are worse than the individual's working conditions, then this will result in satisfaction of the individual, as the workers deem themselves relatively in good position.

Ali &Yadav [2005]⁵¹ stated in their study on motivation of women civil servants in Rajasthan that the social background may not always directly influence the attitude and

behavior of the employee but their indirect influence can always be felt in their behavior and the determinants are more important as their impact on job satisfaction is direct and sometimes even immediate such as work condition, reward and work recognition. work condition plays a major role in motivation and job satisfaction of the employee at work but no serious was paid to this aspect in both public and private sector organizations, hence suggested that overall improvement of infrastructure in premises can help improve work condition and in term job satisfaction.

D. Related to job satisfaction factors The recent studies conducted on the various aspects and problems of job satisfaction have significantly contributed to the area in organizations. Job satisfaction as the importance varies with time, place and individuals.

Saraswathi L.S.[1974]⁵², The Home scientists employed as teachers in the district of Baroda had revealed a fairly high level of job satisfaction with the tool used for measuring the satisfaction.

Kamdar N.H.[1986]⁵³ studied that satisfactory or unsatisfactory adjustment towards vocation and life of 545 urban and rural, male & female school teachers and concluded that no correlation between level of adjustment and job satisfaction.

Krishna Kumari, Sagar Sharma [1990]⁵⁴, Indian psychologists of Himachal Pradesh University studied social support, organizational role stress and well being. The role of available social vis-à-vis two negative and two positive indices of well being was examined in a group 200 male medicos working in state administered hospitals by employing social support questionnaire, organizational role stress scale, T-scale of state trait anxiety inventory, and employees satisfaction-dissatisfaction inventory. The findings are: (1) medicos with higher social support perceive less stress in the organizational roles, are less anxious, more satisfied in jobs and have better well being than their counterparts with lower social support; and (2) the SSQ (number) & SSQ (satisfaction) scores are highly positively correlated.

Bhatt (1997)⁵⁵ studied the job stress, job involvement, job satisfaction of male and female primary school teachers the sample were selected from public and private schools. The results indicated that the public school teacher's job stress was high and significantly negatively associated with job involvement. Job involvement and job satisfaction were highly significantly negative partial correlation between private and public school teachers on job involvement.

Paranjpesandhya [1997],⁵⁶ aimed to 'Identify of training areas for 240special educators, as a function of quality of working life perception and job satisfaction. Out of 16 factors 10 were significantly related to quality work life feelings and five to Quality Work Life conditions.

G.Mohonti [1981]⁵⁷ conducted a study on Job Satisfaction variables among women clerical workers on a group of women lower division assistants and college teachers of Orissa. A fundamental reason is the logical difference between the financial and other material rewards of a job, the extrinsic factors and those that are qualitative, the intrinsic factors. Thus, levels of satisfaction with extrinsic facets such as pay, promotion or security will, in any representative sample of employees, always be lower than satisfaction with intrinsic facets such as relations with supervisors or the work actually performed. The logic of a composite measure is not simply that it must reflect evaluations of more than one job facet, but that it seeks to guarantee a balanced representation of both extrinsic and intrinsic factors.

Based on each national survey, it appears that job satisfaction is an issue that has only recently been assessed by nationally representative surveys. Most of the surveys addressing the job satisfaction issue were implemented for the first time in 1990 or later.

Recent studies on job satisfaction

However, the Work India survey* found that Indian workers are the least satisfied with their compensation and benefits. More Indian workers (39 per cent) rate this category favorably than workers in any other country in the region. Nonetheless, only 35 per cent feel they are paid fairly in comparison with people with comparable jobs at other companies and only 42 per cent are pleased with their opportunities for incentive pay.

Gurmit Singh,[2007]⁵⁸“job satisfaction of teacher educators in relation to their attitude towards teaching” The study was descriptive survey type. The sample comprised of 250 teacher educators with 100 male and 150 female teachers educators from 20 Colleges of Education affiliated to Panjab University, Chandigarh, Guru Nanak Dev University, Amritsar and Punjabi University, Patiala. Tools1. Job Satisfaction Scale (JSS) by Amar Singh and T.R. Sharma (1999) revised version; 2. Teacher Attitude Inventory by S.P. Ahluwalia (1998) revised version. The job satisfaction of teacher educators was positively but not significantly related to their attitude towards teaching. The job satisfaction of male and female teacher educators was also positively but not significantly related to their attitude towards teaching.

Prabha&Punan [2002]⁵⁹ attempted to study job satisfaction/dissatisfaction levels and occupational stress amongst 120 medical professional and non-professional females and stated as result of study that medical professional and non-professional females did not have high job satisfaction and were equally job satisfied/dissatisfied. This could be attributed to the fact that females have a lot of roles to play and more social obligations. They have to play dual role of homemakers, caring for families, husbands, taking care of children's ailments and job responsibilities.

Singh and Singh [2002]⁶⁰ conducted a study on 90 employees of different institutions such as banks, LIC and government offices, among extrinsic factors of age, sex, Intelligence and employment of spouse were variables which affected the level of job satisfaction.

Deosthalee, Pravin G.[2002]⁶¹ The study was undertaken to investigate the effect of variables like gender, age and education on job satisfaction of 609 male and female police personnel in Maharashtra. The analysis of revealed that female personnel were more satisfied than male counterparts and gender, age and education were significant factors in job satisfaction of employees.

To sum up, it can be said that it is difficult to draw common conclusion because of unexpected findings, use of diverse tools and technique. None of areas has so far revealed any set of variables that can be said to have definite association with job satisfaction discrepancy of any kind. These points have given the guidelines to the researcher in the planning of the present study that It is difficult to control all these factors in any single research.

CHATER – III

RESERCH METHODOLOGY

This chapter describes in detail the appropriate method and techniques adopted for the current research. The sample is described and the tools are explained along-with their psychometric properties and the statistical techniques, used to analyze the results in order to test the objectives and the formulated hypotheses, are discussed. The description, explanation and the justification related to the method, techniques and procedure have also been included and presented under different heads.

3. METHOD OF THE STUDY

The present research problem is a case of survey design study. As such the following parameters are considered under this chapter.

1. Selection of the Area for the present study.
2. Selection of the sample unit and sample size of the present study.
3. Selection of the tools of the data collection for the present study.
4. Collection of information [primary data] from selected respondents.
5. Selection of the appropriate basic statistic and statistical test for the data analysis.

Thus, in the present investigation, the Survey research with all the steps as stated above is used which are essential to fulfillment of the research questions. So firstly the geographical area selection was made.

3.1. SELECTION OF THE AREA FOR THE SURVEY RESEARCH

For the present study, the Bramhapuri area of the Chandrapur district of Nagpur region from Vidarbha of Maharashtra state was purposively selected as the geographical area as college exists in this area.

Note: Refer to appendix, A- P.130 for Information map of Chandrapur district.

3.1.3 Selection of urban rural areas of the present study

For the selection of rural area, the areas were selected from purposive sampling basis. On the basis on the Resolution of India for the urban and rural territories and the basis of population i.e. above 5000 the rural area were decided. For this Bramhapuri town and rural areas were selected to get required number of respondents accordingly. The lists of related organizations were prepared with the help of telephone directories of respected areas and also

separate directories in health, education and bank fields, which were available easily from respected organizations on researcher's request.

Thus, by the method of purposive sampling from urban and rural areas of the Bramhapuri area of Chandrapur district of Vidarbha, was selected so as to get the sufficient sample units of employed homemakers.

3.2 SELECTION OF SAMPLE UNITS AND SIZE OF SAMPLE

As the study was mainly confined to the employed homemakers in the organized sector, it was decided to select married women with children from education, health and banking fields. So the employees from state government and private schools, colleges, hospitals and banks were targeted as the employment of homemakers is prominent in these fields due to traditional popular known as "feminine" organizations.

For the purpose of the selection of respondents as sample, the information about employed homemakers in the selected job categories was collected from their establishments on the basis of employees' record, and lists were prepared. So the study was confined to urban and rural employed homemakers only i.e. married women with children.

Thus, the aggregate employed homemakers are working in the State Government and private organizations i.e. schools and hospitals, university and colleges, nationalized banks etc. constitute the sample units of the present study.

B. Selection of sample size

So as the study is based on purposive selection of sample, to achieve the targeted sample size, researcher distributed 220 questionnaires of tools to the respondents of Bramhapuri area of Chandrapur district. After collection of filled in questionnaires it was noticed that only 194 properly filled in questionnaires were received by researcher. Hence for the preset study, the total sample size was of 194 respondents only.

The sample size for both these districts is inclusive of urban and rural areas. Out of total sample size (N=194) 87 sample size was for urban and rural areas of public sector while remaining 107 sample size was for urban and rural areas of private sector. The following table gives the account of respondents as sample in favour of public and private sector along with job category of selected urban & rural employed homemakers

TABLE 3.2.1 DISTRIBUTION OF SAMPLE ACCORDING PUBLIC AND PRIVATE JOB CATEGORIES

S n	Employe nt Sector	Public Sector			Private Sector			Sam-Ple(N=194)	
		Urban	Rural	Total	Urban	Rural	Total	Grand Total	%
1	Health	17	12	29	21	14	35	64	32.99
2	Education	18	15	33	23	18	41	74	38.14
3	Bank	15	10	25	20	11	31	56	28.87
	Total	50	37	87	64	43	107	194	100

3.3. SELECTION OF THE TOOLS OF THE DATA COLLECTION.

The present study gives emphasis on two major parameters namely job satisfaction and socio-economic status, so job satisfaction scale and socio-economic status scale were selected as tools of data collected.

3.3A Job satisfaction Scale (JS Scale)

In this regard, there is a standard psychological test named Job Satisfaction Scale (JS SCALE), a five point rating test was employed to measure the levels of job satisfaction of respondents.

- Edition: -First 1999, 2006 (English and Hindi version)
- Author: - Dr. Amar Singh and Dr. T. R. Sharma. Patiala¹
- Publisher:- National psychological corporation 4/230,Kacheri Ghat, Agra-282004.

The present scale is a test useful to find the Job satisfaction of any category of employees in different walks of life. This scale was motivated from the works of Hoppock (1935) to Muthaya (1984) and framed on almost all known factors of job satisfaction such as work values and job rewards also.

Job Satisfaction Clusters

The levels of job satisfaction are measured in two types of areas:

- a) Job intrinsic (factors lying in the job itself) and
- b) Job extrinsic (factors lying outside the job).

The test has only 30 statements and each has five alternatives. Respondents have to choose any one as response.

- I. Job-intrinsic (factors inherent in the job) is divided into two components.
 - a. Job-concrete statements such as excursions, place of posting, working condition: 6, 11, 13, 19, 23, and 25
 - b. Job-abstract statements such as cooperation, democratic functioning etc. 8, 15, 16, 17, 21 and 27
- II. Job-extrinsic (factors- outside the job) is divided into three components.
 - a. Psycho-social aspect such as intelligence, social role: 1, 3, 4, 7, 10, 12, 26 and 30
 - b. Financial or Economic aspect such as salary, allowance :2, 5, 9, 18
 - c. Community/National growth aspect such as quality of life, national economy: 14, 22, 24, 28 and 29

The careful calculation of the scores gives satisfaction/dissatisfaction level of employees. The scale very easy to administer and has no time limit yet it can be completed within 45 minutes even by slow readers. Instructions are given on the cover page so can be administered by the beginners so can be administered to any area such as urban and rural.

SCORING AND INTERPRETATION

The scale has all positive statements, except to 4, 13, 20, 21, 27 and 28 are negative. The positive statements are of 4, 3, 2, 1 and 0 scoring while the negative ones have of 0, 1, 2, 3 and 4. The total score gives a quick measure of satisfaction/dissatisfaction of employees towards their jobs.

TABLE No. 3.3.2 DISTRIBUTION OF DEGREE LEVEL OF JOB SATISFACTION

No.	Scores	Degree of satisfaction
1	74 or above	Extremely satisfied
2	63-73	Very satisfied
3	56-62	Moderately satisfied
4	48-55	Not satisfied
5	47 or below	Extremely dissatisfied

[Note: Refer appendix B p. 101 for the detailed manual of JS scale.]

3.3b Socio-Economic Status Scale [SES SCALE]

Similarly there is also standard Socio-Economic Status Scale [SES SCALE] to measure socio-economic status of respondents.

- Edition: First revised, 2006 (English and Hindi version)

- Author: Rajiv Lochan Bharadwaj, Aligarh²
- Publisher: National psychological corporation 4/230, Kacheri Ghat, Agra-282004.

The present SES scale is applicable to measure any status above 13 years of age literate and illiterate people in both urban and rural areas. The subjects are asked to give responses for parent, parent in-laws and her/himself, spouse separately in the scale. Of the Indian socio-culture setting in view, it has been considered appropriate to measure social and economic status separately in both areas, ascribed and achieved. The test envisages determining nine types of statuses namely;

Clusters of SES

1. Social status (ascribed) 2. Social status (achieved)
- = 3. Social status (as a whole),
4. Economic status (ascribed) 5. Economic status (achieved)
- = 6. Economic status (as a whole),
7. Socio-economic status (ascribed) 8. Socio-economic status (achieved)
- = 9. Socio-economic status (as a whole).

It is a self-administering scale. There is no time limit to record in this scale; ordinarily an individual takes about 10 to 15 minutes to record his/her responses. Scoring of the test is very easy and of a quantitative type. Scoring key provides score which will serve to provide the score if any ticked mark (√) is present in the horizontal plane for parent, father and mother in-laws and case. Thus, putting these different types of status scores in the table of the test, category of an individuals' socio-economic status can be calculated.

TABLE 3.3.3 DISTRIBUTION OF SOCIO-ECONOMIC STATUS

S.N.	CATEGORY	RANGE OF SCORES
1.	Upper class (Higher income group)-HIG	75 and above
2.	Upper Middle class-UMG	60 -74
3	Middle class (Middle income group)-MIG	40-60
4	Upper Lower class-ULG	26-39
5.	Lower class (Lower income group)-LIG	25 and below

[Note: Refer to appendix B, P.104-- for the detailed manual of SES scale.]

3.4. COLLECTION OF DATA: ADMINISTRATION OF TOOLS

The execution and collection of job satisfaction scale [JSS] and socio-economic status scale [SESS] questionnaires together were carried out to the selected respondents on the basis of purposive sampling method, keeping in view, the present study's parameters like private and public, job category and urban and rural setting. This survey was carried out by researcher for the period of 1 year i.e. from 15th Feb. 2010 to 3rd Jan. 2012.

Firstly, for the Bramhapuri city was selected for the survey purpose. So, the respondents from the city were firstly located and both scales were distributed by maintain good rapport with the respondents. The huge, entrusted responses were experienced by researcher as the respondents were thought of problem, interesting and related to them. After ten days, researcher again contacted to collect the filled scales. Sometimes researcher was to clear doubts about the questions, so again more time was requested by respondents to fill up the questionnaire.

Thus, the administering the scale was time consuming affair, so that there was utilized a long period i.e. from 15th Feb. 2010 to 22nd Jul. 2011 to cover the targeted sample. The same administration was followed to rural area of the same taluqua for the survey in the period i. e. 2nd Aug. 2010 to 3rd Jan. 2012.

3.5. SELECTION OF THE APPROPRIATE BASIC STATISTIC AND STATISTICAL TEST FOR THE DATA ANALYSIS.

In the present study the researcher has taken the support of following statistics viz.

- Percentage, Graphical presentation by-a Pie chart and Bar diagrams
- Chi-square tests. χ^2 Type III and Type IV

1. Percentage

It is a proportion stating basic statistic, useful for description of frequencies or tabled data to compare within groups. Percentage means proportion to 100 which helps us to collect and analysis the information for example, education levels of graduate people and their proportion to the total sample etc. Thus it can help in identifying the prominent frequencies lies in which group and which one followed to it through the observation. It provides the base for graphical presentation of tabled data also to give clear idea at a glance.

2. Graphical Presentation

The graphical presentation is useful for tabled data. So these diagrams show the clear picture and interpretation of informative data for example, the difference between socio-

economic characteristics such as income level or family status etc. There are various types of diagrams to use for presentation such as histogram, bar diagram, pie chart and column diagram³.

3. The Chi-Square Test

The chi-square as an important non-parametric test of significance, is a descriptive measure of the magnitude of the discrepancies between observed and expected frequencies [Ferguson 1976]. It is applicable in large number of problems and a statistical measure; used in context of sampling analysis for comparing variances to theoretical variances, to determine dependency or independency and to make comparisons between observed and expected data. It is an important test amongst the several tests of significance developed by statisticians. It can be used to determine if categorical data shows dependency or the two classifications are independent. It also can be used to make comparison between theoretical populations and actual data when categories are used.

Important Characteristics of the X^2 Test

- I. The test is based on frequencies [as a non-parametric test] and do not involve the estimation of the parameters like mean and standard deviation.
- II. The test is used for testing the hypothesis and is not useful for estimation.
- III. The test possesses the additive property.
- IV. The test can also be applied to a complex contingency table with several classes and as such is a very useful test in research work.
- V. The test is an important simple non-parametric test as no rigid assumptions are necessary in regard to the type of population, no need of parameter values and relatively less mathematical details are involved.

Thus, the chi-square test is a measure of association and is used when the data are expressed in terms of frequencies, in discrete or continuous, divided in several categories. It is computed by using equations quoted as follows:

1. Type III – for two-way classification of two characters or 2x2 tables.

$$x^2 = \frac{N[AD - BC]^2}{[A + B][C + D][A + C][B + D]}$$

Where, A, B, C and D = symbols for frequencies of

Four cells in a 2x2 table

A	B
C	D

$N = \text{Total number of frequencies}$

2. Type IV – for single-classification of one character or each case

$$\chi^2 = \sum \left[\frac{(f_o - f_e)^2}{f_e} \right] \quad \text{Where, } f_o = \text{observed frequency of the cell in the row and} \\ \text{the column. } f_e = \text{expected frequency of the cell in} \\ \text{the row and the column.}$$

The general formula for calculating dfs $[r-1][c-1]$,

Where, r = number of rows and C = number of columns

Thus the 2x2 contingency tables were used to compare the different status and their variables such as education, age, employment, income, types and size of family and areas dwelling with job satisfaction.

[N.B:-Refer to appendix C, p.107 for sample procedure steps to use the calculation of chi-square value and comparing the calculated values with table values for $[n-1]$ degrees of freedom at a significant level to draw inference as accepted or rejected the hypothesis.]

So collected information by administering the rating scales on job satisfaction and socio-economic were scored numerically and raw scores were treated by different statistical techniques as per manuals of the scales used for the present investigation. Then collected data was classified, consolidated, tabulated and analyzed statically such as frequencies and percentages were carried out and tested for significance. After analyzing the data, interpretation and discussion were done of findings. The hypotheses were formulated on the basis of parameters and objectives of the present study and were tested by the Chi-square test to arrive at generalizations and conclusions. Demographic and chronological data were presented by selected graphs. [Refer to for verification]

Chapter IV

RESULT AND DISCUSSION

The previous chapter, research methodology described the conceptual structure of collection of data of the present study. Now, it is the question of analyzing the data, so collected. The analysis is discussed in present chapter for making contemplated comparisons and answers to the research questions.

A. GENERAL INFORMATION OF THE RESPONDENTS

The factors for the purpose of collecting the data on general information to enlighten socio-economic background of employed homemakers as per scales were used as follows –

I. As per SOCIO-ECONOMIC STATUS SCALE-

[I] age; [ii] qualification and [III] religion of urban and rural employed homemakers were only considered in favour of general information.

II. As per JOB SATISFACTION SCALE-

[I] profession,[ii] designation,[iii] job experience, [iv] number of children, [v] spouses' profession and [vi] spouses' designation etc. variables of urban and rural employed homemakers were considered in favour of general information.

I - A. General Information As Per Socio-Economic Status Scale.

TABLE 4.1

General Information Of Respondents On Prominent Frequencies As Per Socio-Economic Status Scale.

Socio-Economic Status Scale			Chandrapur District(N=294)						
General Information			Public Sector			Private Sector			Grand Total
Sn	Factors	Groups	Urban	Rural	Total	Urban	Rural	Total	
1	Age	30-36 Yrs.	24	16	40	25	22	47	87
2	Qualification	Graduation	17	20	37	27	25	52	89
3	Religion	Hindu	40	41	81	43	50	94	175

Note- 1] Refer to Appendix D. P 99.for original detailed data.

2] Above data exhibit the prominent frequencies in favour of selected factors with respect to public and private sector for Chandrapur district

1) Age-Wise-Background of Respondents

The chronological age of the urban and rural employed homemakers was considered for the study. The present table 4.1 depicts the characteristics of urban and rural employed homemakers of two districts with respect to their age factor.

As such, age group ranging from 30-36 yrs. was prominently in favour of Chandrapur district. As regard with the percentage as a statistics in favour age, it is noticed that 87

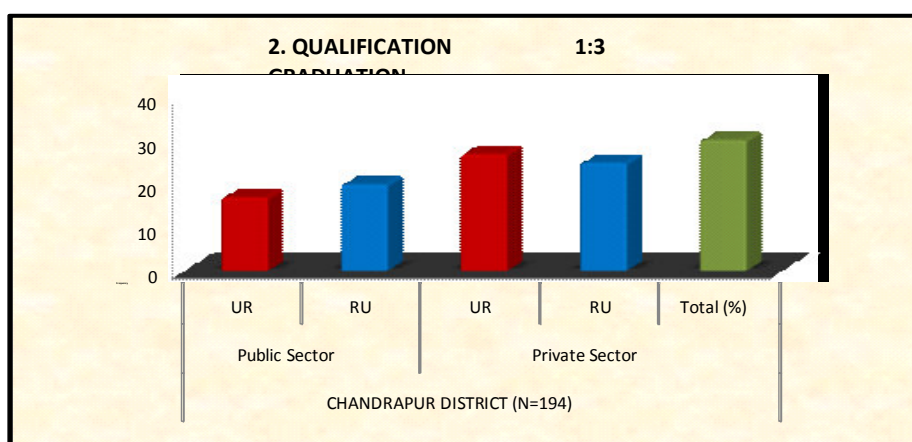
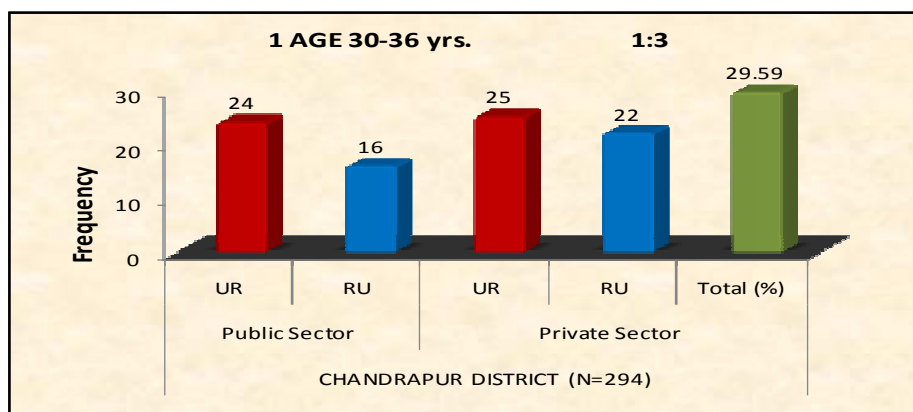
[29.59%] urban and rural employed homemakers of total 294 respondents were found from the age group 30-36 yrs.

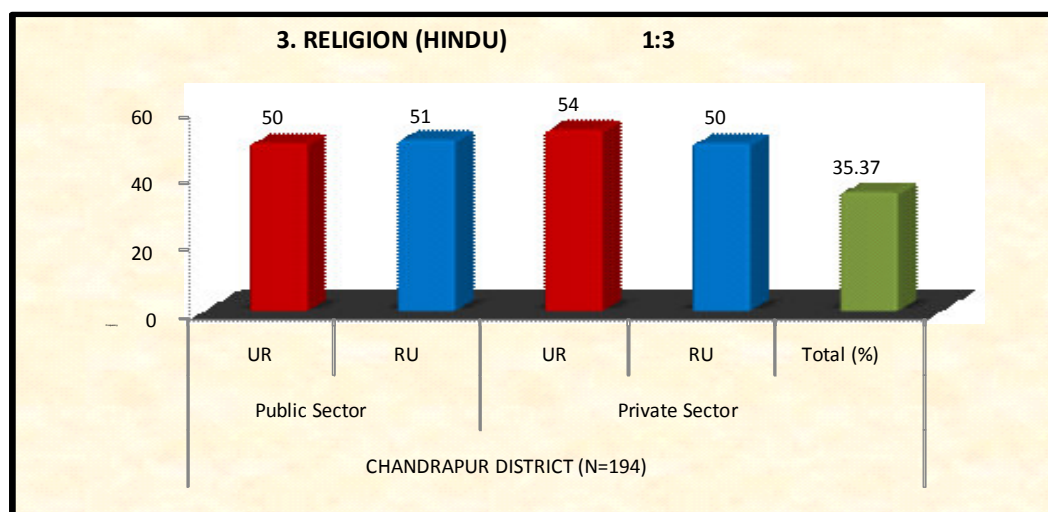
It is reasonably and rationally noticed from the above discussion that urban and rural employed homemakers of were found superior age-wise as well as percentage-wise. This is also clear from graphical presentation attached herewith on page 42.

A-2) Qualification-Wise-Background of Respondents

The respondents were broadly categorized as a] schooling, b] graduation, c] post graduation, d] doctorate and e] professionals with respect to the qualification factor. The above table 4.1 indicates ‘the graduation’ level is prominent qualification level of both districts. However, it is noticed that the percentage of graduates in Chandrapur district was found to be [89] 30.27. This is also clear from graphical presentation attached herewith on p. 42.

Fig. 4.1
General Information Of Respondents On Prominent Frequencies From Chandrapur District As Per Socio-Economic Status Scale (Table 4.1)





A-3) Religion-Wise-Background of Respondents

The respondents were classified as a] Hindu, b] Muslim, c] Bouddha, d] Christian and e] Others as per religion-wise. The above table 4.1 depicts the highest respondents in Hindu religion from the both districts. It was noticed that percentage of Hindu employed homemakers was found [205] 69.73. This is also clear from graphical presentation attached herewith on page 42.

From the above discussion of age, qualification and religion on socio-economic status scale, it is precisely noticed that the socio-economic background on age and qualification of the urban and rural employed homemakers of Chandrapur district.

I-B. General Information As Per Job Satisfaction Scale.

Table 4.2 General Information Of Respondents On Prominent Frequencies From Chandrapur District As Per Job Satisfaction Scale.

Background Of Respondents			Chandrapur District(N=294)						
General Imformation			Public Sector			Private Sector			
Sn	Factors	Groups	Urban	Rural	Total	Urban	Rural	Total	G.Total
1	Profession	Nurses	14	10	24	16	14	30	54
2	Designation	Assistant	17	24	41	18	22	40	81
3	Job Experience	10-16 Yrs.	22	20	42	27	25	52	94
4	No.Of Children	Two	34	17	51	29	21	50	101
5	Spouses' Profession	Employed	38	31	69	33	22	55	124
6	Spouses' Designation	Assistant	24	25	49	22	28	50	99

Note- 1] Refer to Appendix D. p.99 for original data.

2] Above data exhibit the prominent frequencies in favour of selected factors with respect to public and private sector of district

B-1) Profession -Wise-Background Of respondents

Under profession category, there were a] physician, b] nurses, c] teachers, d] administrative staff, e] bank officers and f] attendants. From these nurse was the profession which was prominently selected. 54 numbers of nurses were prominent, for which percentage was found to be 18.37.

B-2) Designation Wise-Background Of respondents

Under designation category, there were a] Head, b] associate, c] assistant d] attendants and e] helpers. From these prominent frequencies on designation were from 'associate and assistants'. 81[27.55%] were assistant grade.

B-3) Job Experience-Wise-Background Of respondents

Under the job experience category, there were a] 4-10yrs, b] 10-16 yrs, c] 16-22 yrs, d] 22-28 yrs, and e] above 28 yrs. From these '10-16' was prominent category 94 [31.97%] respondents were of 10-16 yrs job experience.

B-4) Number of children-wise distribution of respondents

Under the factor number of children category, there were a] one, b] two, c] three, d] four and e] above four category. From these 'two' category was prominently selected. It was observed that 101[34.35%] respondents were having two children.

B-5) Spouses' profession-wise- Background of Respondent

Under the spouses' profession category, there was a] employed b] business, c] traders, d] workers and e] professionals. From these, 'employed' profession was prominently selected. It was observed that 124 [42.18%] respondents were as 'employed' in the spouses' profession.

B-6) Spouses' designation of Respondents

Under the spouses' designation category, there was a] owner, b] head, c] associate, d] assistance, e] helper. From these 'assistant grade and associate grade' was prominently selected. It was observed that 99 [33.67%] respondents were in the assistant grade.

To sum-up from table 4.1 & 4.2, in nutshell, it was noticed that with respect religion, profession, job experience, number of children and spouses' designation were the general

information factors, whereas age, qualification, designation and spouses profession were factors responsible with respect to the categories of general information of socio-economic background.

II. SOCIO-ECONOMIC STATUS OF THE RESPONDENTS ON SOCIO-ECONOMIC STATUS SCALE

Under present Indian condition, the socio-economic status scale seeks information about the following factors.

1. Social status perspective:-
2. Family status perspective:-
3. Family education perspective:-
4. Family profession perspective:-
5. Caste or community perspective
6. Economic status perspective: - A] Total assets
B] Monthly income

The distributions of respondents on above aspects were analyzed to decide their socio-economic status on the socio-economic status scale and the data on prominent frequencies of different above aspects with their χ^2 values were stated in the following table 4.3.

1) Social status perspective

The social status perspective consists of social work and social participation. The categories were classified into five classes as a] very high, b] higher, c] ordinary, d] lower and e] very low level.

The higher responses were quoted on 'ordinary' level of employed homemakers and their chi-square values were calculated as indicated in table.4.3. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.11.

TABLE 4.3
SOCIO-ECONOMIC STATUS OF RESPONDENTS FROM CHANDRAPUR DISTRICT ON PROMINENT FREQUENCIES WITH THEIR χ^2 VALUES

Socioeconomic Status Scale		Chandrapur District(N=294)					
Sn	Factors	Category	Area	Urban	Rural	Chi-Square Value	Remark
1	Social Work		Public	35	25	0.11	*
			Private	37	38		
2	Social Status		Public	28	27	0.14	*

			Private	31	26		
3	Education		Public	18	14	0.04	*
			Private	21	18		
4	Profession		Public	12	12	0.13	*
			Private	14	17		
5	Caste Or Community		Public	28	26	1.23	*
			Private	48	40		
6	Assets Or Property Perspective:-		Public	31	30	0.78	*
			Private	37	26		
7	Monthly Income		Public	25	31	0.21	*
			Private	25	26		
			Total				

Table Value For Df[1]->

3.88 & 6.63

Note- 1] Refer Appendix –D p.99 for original detailed data.

2] Above data exhibit the prominent frequencies in favour of selected factors with respect to public and private sector for district

2) Family status perspective

For family status perspective, the categories were classified into five groups as a] very high, b] higher, c] ordinary, d] lower and e] very low level.

The higher responses were quoted on ‘ordinary’ level in family status of employed homemakers. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.14 and 0.08. This indicates that there was no significant difference for sectors or areas with respect to family status perspective.

3) Family Education perspective

For family education perspective, the education categories were classified into seven categories as a] higher [D.lit, Ph.D], b] post graduation, c] professional, d] graduation, e] higher secondary, f] high school and g] illiterate level.

The higher responses were quoted on ‘graduation’ level in family education status of employed homemakers were presented in table 4.3. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.04 and 1.04. This indicates that there was no significant difference for both districts with respect to family education status perspective.

4) Family Occupation perspective

For family profession perspective, the family occupation were classified into fourteen categories as a] medical, b] principal, c] government officer, d] military person, e] advocate, f] teacher, g] writer, h] businessmen, i] artists, j] engineers, k] leader, l] manager, m] farmer, o] worker etc.

The highest respondents were of 'teacher' group for family members of employed homemakers. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.13 and 0.063. This indicates that there was no significant difference for the district with respect to family occupation status perspective.

5) Caste or Community perspective:

In caste system initiate a vertical hierarchical order of society, the family caste status categories were classified into three categories as a] higher, b] backward and c] scheduled caste level.

In the present table 4.3 it is depicted that the higher responses were quoted on 'backward' level family caste status of employed homemakers. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 1.23 and 0.002. This indicates that there was no significant difference for the district with respect to family caste status perspective.

6) Property perspective: - A] Total assets B] Monthly income

Everyone knows economic system has been utilizing and presumably requiring the work of homemakers for both to maintenance and satisfaction as human being and a member of society. While evaluating and assessing their economic status, of the respondents, their income alone was not taken into consideration but also their spouse and families and property or asset was also included for calculations.

A] Total Family assets perspective

For family asset perspective, the family property categories were classified into five categories a] above 50 lac, b] 35-50 lac, c] 20-35 lac, d] 5-20 lac' e] below 5 lac.

The highest respondents were as 'below 5 lac' as shown in the table 4.3. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.78 and 0.17. This indicates that there was no significant difference for both districts with respect to family assets status perspective.

B] Family Monthly income perspective

For family monthly income perspective, the monthly income was classified into five categories a] upto Rs.10000/-, b] Rs. 10000-25000/-, c] Rs. 25000-40000/-, d] Rs. 40000-55000/- and e] above Rs.55000/-.

The higher responses were quoted in ‘Rs. 25000-40000/-’, category stated in the above table 4.3. The critical chi-square χ^2 values with respect to public and private sectors, to urban and rural areas were found to be 0.21 and 0.18.

In nutshell, the selected parameters of socio-economic status on socio-economic status scale [SESS] were found insignificant. This clearly indicates that there was no significant difference between the public and private sector with respect to urban and rural areas. In other words, all the six aspects of socio-economic status were found equivocal for the district- Chandrapur

Thus, the measurement of Socio-Economic-Status [SES] as a gradient of variable reveals inequities in resources. SES is relevant to all realms of behavioral and social science, including research, practice, education, and advocacy. So, there was now a turn to decide the Socio-Economic-Status of urban and rural employed homemakers of the present study.

I. Socioeconomic Status of Employed Homemakers

Socio-economic status (SES) is often measured as a combination of education, income, and occupation. It is commonly conceptualized as the social standing or class of an individual or group. In the present study the Socio-Economic-Status of urban and rural employed homemakers were calculated on the scoring of responses by respondents to the statements in socio-economic status scale [SESS], administered in the survey and their categories are presented in table 4.4

Table 4 . 4 Socio-Economic Status Of Respondents As Per Socio-Economic Status Scale.

SOCIO-ECONOMIC STATUS SCALE			CHANDRAPUR DISTRICT(N=194)						
			Public sector			Private sector			Sample
Sn	Ses Group		Urban	Rural	Total	Urban	Rural	Total	G.Total
1	70 & >	Upper class	6	3	9	5	4	9	18
2	60-70	Upper middle	7	5	12	10	7	17	29
3	40-60	middle class	9	11	20	21	17	38	58
4	30-40	Upper lower	12	13	25	15	12	27	52
5	30 & <	Lower class	11	10	21	10	6	16	37
		Total	45	42	87	61	46	107	194

Table value for df 4 at 5% =9.49 $\chi^2 = 4.77 p > .5$

From the above table 4.4, it depicts that the socio-economic status of urban and rural employed homemakers were classified in five groups i.e. a] upper, b] upper middle, c] middle, d] upper lower and e] lower class.

The prominent frequencies of respondents recorded in ‘middle class’. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 4.77 and 4.9. The table value of χ^2 at 5 % level of significance on 4 df is 9.49. This indicates that there was no significant difference with respect to socio-economic status of employed homemakers, specifically in public and private sectors.

III. Measurement of Job Satisfaction

Job satisfaction may be thought of as an “overall appraisal” of one's job, this construct can be broken down into several different job facets, such as achievement, working conditions, advancement opportunities, etc. Thus, an overall analysis of job satisfaction leads to conclude that it is a generalized attitude in three areas such as specific job factors, individual adjustment and group relationship

As stated earlier by adding the score on particular statements satisfaction/dissatisfaction level can be found in particular areas such as job intrinsic-concrete and job extrinsic factors as financial (economic) and so on. The frequencies of employed homemakers in urban and rural, public and private sectors were calculated on the administered job satisfaction [JSS] scale and analyzed as under.

I. Job-Intrinsic Factors [Concrete and Abstract]

Factors are effective to job satisfaction, related to job can be inside the job may be two types A. concrete, and B. abstract.

JOB-CONCRETE statements (6, 11, 13, 19, 23, and 25) were stated of factors such as excursions, place of posting, working condition etc, on the administered job satisfaction [JSS] scale. The prominent frequencies of employed homemakers in urban and rural, public and private sectors on different factors were analyzed by chi-square test. The significance values and interpretations are cited in table 4.5, which are discussed one by one respectively in following.

TABLE – 4.5

Respondents Of Chandrapur And Nagpur Districts On Prominent Frequencies With Their χ^2 Values On Job Intrinsic-Concrete Factors As Per Job Satisfaction Scale

Job Satisfaction Scale			Chandrapur District(N=194)				
S.N	Factors	Category	Area	Urban	Rural	χ^2 Value	Remark
Job-Intrinsic-Concrete Factors							
1	Excursion	Poor	public	36	45	0.12	*
			private	41	46		
2	Time for family	Not at all	public	21	11	0.23	*
			private	32	21		
3	Place of posting	Very frequently	public	15	5	0.1	*
			private	32	10		
4	Working conditions	Only slight satisfactory	public	33	32	1.47	*
			private	34	21		
5	Putting children	Moderately	public	26	23	0.07	*
			private	22	23		
6	Communication	Inadequate	public	24	17	0.24	*
			private	43	25		
TABLE VALUE FOR DF[1]->3.84 at 5% & 6.63 at 1%						* = Insignificant	

Note- 1] Refer Appendix --p.-99 for original detailed data.

2] Above data exhibit the prominent frequencies in favour of selected factors with respect to public and private sector for selected two districts

1) Analysis for Excursions

The analysis of statement no.6, on the scale shows the chances of recreation at job. If there are the inbuilt programmes for recreation, like picnic, outings, sports etc. and in what extent are there, was done. For this, respondents recorded their responses in appropriate measure of alternatives of five point scale, such as a] in plenty, b] in good measure, c] sufficient, d] poor and e] very poor. The prominent frequencies were quoted on 'poor', as shown in the table 4.5. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.12 and 2.31. This indicates that there was no significant difference for both districts with respect to excursions.

2) Analysis of Time for Family

The analysis of Statement no.11 was done for whether job gives time and opportunities to attend the family, if easily; it may be satisfactory to employed homemakers, was done. For this, respondents recorded their responses in measure of alternatives, as such a] very easily, b] easily, c] without difficulty, d] with difficulty and e] not at all. The prominent frequencies were quoted on 'not at all' as shown in the table 4.5. The critical chi-square [χ^2]

value with respect to public and private sectors, to urban and rural areas were found to be 0.23 and 4.13.

3) Analysis of Place of Posting

It was there an analysis of statement no.13, on places of posting in job, if are irksome and inconvenient to family, was done. For this, respondents recorded their responses in measure of alternatives, such as a] very frequently, b] frequently, c] occasionally, d] rarely and e] never. The prominent frequencies were quoted on ‘very frequently’ as shown in the table 4.5. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.1 and 0.4. This indicates that there was no significant difference for both districts with respect to place of posting.

4) Analysis for Working Condition

The analysis of statement no 19 on the working conditions like comfortable seating, adequate humidity, temperature, hygienic and healthy environment of workplace, was done. For this, respondents recorded their responses in appropriate measure of alternatives, such as a] very satisfactory, b] satisfactory, c] only slight satisfactory, d] unsatisfactory and e] not at all satisfactory. The prominent frequencies were quoted on ‘only slight satisfactory’ as shown in the table 4.5. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 1.47 and 0.49. This indicates that there was no significant difference with respect to working conditions.

5) Analysis for Putting Children on Job

Here, the analysis of statement no 23, on for putting children on the job, if employees are satisfied; they wish to put their children on the same job, was done. For this, respondents recorded their responses in appropriate measure of alternatives, such as a] very strongly, b] strongly, c] moderately, d] rarely and e] never. The prominent frequencies were quoted on ‘moderately’ as shown in the table 4.5. The critical chi-square [χ^2] values with respect to public and private sectors, urban and rural areas were found to be 0.07 and 1.61. This indicates that there was no significant difference for both districts with respect to putting children on job.

6) Analysis for Communication

Here, the analysis of statement no. 25, was done on communication network (both upward and downward) in profession, was done. For this, respondents recorded their

responses in measure of alternatives, such as a] very adequate, b] sufficiently adequate, c] slightly adequate, d] inadequate and e] very inadequate. The prominent frequencies were quoted on 'inadequate' as showed in table 4.5. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.24 and 0.51. This indicates that there was no significant difference for both districts with respect to the factor, communication.

B. Job-Abstract [CO-OPERATION AND DEMOCRATIC FUNCTIONING].

There are job- intrinsic- abstract type factors, were stated on statements (8, 15, 16, 17, 21 and 27) as co-operation and democratic functioning on the administered job satisfaction [JSS] scale. The prominent frequencies of urban and rural employed homemakers in public and private sectors were analyzed by chi-square test. The significance values and, interpretations on different factors are cited in table 4.6, which are discussed one by one respectively in following.

Table 4.6
Respondents On Prominent Frequencies With Their χ^2 Values On Job -Intrinsic- Abstract Factors As Per Job Satisfaction Scale

Job Satisfaction Scale			Chandrapur District(N=294)				
S.N	Factors	Category	Area	Urban	Rural	χ^2 value	Remark
JOB-INTRINSIC-ABSTRACT FACTORS							
1	Co-operative colleagues	Agree	public	15	17	0.14	*
			private	19	18		
2	Democratic functioning	Agree	public	32	23	0.021	*
			private	35	30		
3	Rating of job	As per	public	34	22	0.002	*
			private	28	22		
4	Willing to extra work	Under-compulsion	public	24	18	1.34	*
			private	23	28		
5	Malpractices in job	Sufficiently	public	23	22	0.49	*
			private	31	25		
6	Change to other job	Never	public	21	24	0.25	*
			private	33	31		
TABLE VALUE FOR DF[1]->3.84 at 5% & 6.63 at 1% *= Insignificant							

Note- 1] Refer Appendix D p.-99 for original detailed data.

2] Above data exhibit the prominent frequencies in favour of selected factors with respect to public and private sector

7) Analysis for Co-Operative Colleagues

The analysis of statement no 8, was done on bosses and colleagues are co-operative, helpful and inspiring people for better and sincere work, was done. For this, respondents recorded their responses in measure of alternatives, such as a] strongly agree, b] agree, c] poorly agree, d] slightly disagree and e] disagree.

The prominent frequencies were quoted on 'agree' as shown in table 4.6. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.14 and 0.002. This indicates that there was no significant difference for both districts with respect to co-operative colleague's perspective.

8) Analysis for Democratic Functioning

The analysis of statement no.15, on the scale for democratic functioning, rate of job was done. For this, respondents recorded their responses in appropriate measure of alternatives, such as a] extremely democratic, b] very democratic, c] slightly democratic, d] sometimes democratic and e] undemocratic.

The prominent frequencies were quoted on 'sometimes democratic' as shown in table 4.6. The critical chi-square [χ^2] values for urban and rural respondents with respect to public and private sectors were found to be 0.021 and 0.26. This indicates that there was no significant difference for both districts with respect to democratic functioning perspective.

9) Analysis for the Rating of Job

For keeping employment requirements like qualification and training, comparing job with others, the analysis of statement no 16, for to rate the job, was done. For this, respondents recorded their responses in measure of alternatives, such as a] much higher, b] higher, c] as-per, d] low and e] very low.

The prominent frequencies were quoted on 'as-per' as such in table 4.6. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.002 and 0.002. This indicates that there was no significant difference for both districts with respect to rating the job perspective.

10) Analysis for Willingness to Extra Work

The analysis of statement no 17, for the job is so absorbing that even in the absence of overtime allowance, willing to work on Sundays, holidays etc. and also for late hours, was tabulated. For this, respondents recorded their responses in measure of alternatives, such as a] always, b] frequently, c] now and then, d] under-compulsion and e] never. The prominent frequencies were quoted on 'under-compulsion' as such in table 4.6. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 1.34 and 0.0034. This indicates that there was no significant difference for both districts with respect to willing to extra work perspective.

11) Analysis for Malpractices In Job

The analysis of statement no. 21, on malpractices like corruption, favoritism etc. are there in job also, was done. For this, respondents recorded their responses in measure of alternatives, such as a] in abundance, b] sufficiently, c] moderately, d] slightly and e] not at all. The prominent frequencies were quoted on 'sufficiently' as presented in table 4.6. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.49 and 0.04. This indicates that there was no significant difference for both districts with respect to malpractices in job perspective.

12) Analysis for Preference to other Job

The analysis of statement no. 27, if given a chance, even if emoluments do not register enhancement, will shift to some other job, was done. For this, respondents recorded their responses in measure of alternatives, such as a] all at once, b] quickly, c] slowly, d] reluctantly and e] never. The prominent frequencies were quoted on 'never' as shown in table 4.6. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.25 and 0.003. This indicates that there was no significant difference with respect to preference to other job perspective.

II. Job-Extrinsic Factors [Psycho-Social, Financial, Community/ National Growth]

Factors resulted job satisfaction, related to job may be outside the job can be three types as psycho-social, financial and community /National growth.

A] Psycho-Social Aspect

There is common assumption that to perform a job satisfactorily, intelligence and social role are necessary. These factors are stated on statements (1, 3, 4, 7, 10, 12, 26 and 30) as factors Intelligence, and social role on the administered job satisfaction [JSS] scale. The

prominent frequencies of employed homemakers in urban and rural, public and private sectors were analyzed by chi-square test. The significance values and interpretations on different factors are cited in table 4.7, which are discussed one by one respectively in following.

Table 4.7

**Respondents On Prominent Frequencies With Their χ^2 Values On Job –Extrinsic-
Psycho-Social Factors As Per Job Satisfaction Scale**

Job Satisfaction Scale			Chandrapur District(N=194)				
S. N	Factors	Category	Area	Urban	Rural	χ^2 Value	Remark
Job- Extrinsic - Psycho-Social Aspect							
1	Job Status	Good	public	23	15	0.37	*
			private	27	23		
2	Job Experience	Not at all	public	21	24	0.26	*
			private	30	28		
3	Individual factors	Equal to	public	22	23	0.16	*
			private	23	20		
4	Social circle	great advantage	public	21	22	0.2	*
			private	23	29		
5	Life style	To a moderate extent	public	24	23	0.04	*
			private	25	26		
6	Opportunities	Many	public	26	27	0.09	*
			private	31	36		
7	Mobility	Few	public	24	21	0.006	*
			private	26	22		
8	Change to other job	Moderate	public	23	24	0.038	*
			private	23	26		
TABLE VALUE FOR DF[1]->3.84 at 5% *= Insignificant							

Note- 1] Refer Appendix D p.-- for original detailed data.

2] Above data exhibit the prominent frequencies in favour of selected factors with respect to public and private sector.

13) Analysis for Job Status

The responses on job status of respondents were analyzed of statement no 1, on in the society, what the job status, in general. For this, respondents recorded their responses in measure of alternatives, such as a] excellent, b] good, c] so-so, d] poor and e] very poor. The prominent frequencies were quoted on ‘good’ as shown in table 4.7. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were

found to be 0.37 and 0.1. This indicates that there was no significant difference for both districts with respect to job status perspective.

14) Analysis for Job Experience

The analysis of statement no. 3, on the training, orientation and experience that have got while on job has improved competence and efficiency as a person was the analysis on job experience, was done. For this, respondents recorded their responses in measure of alternatives, such as a] very greatly, b] greatly, c] Sufficiency, d] inadequately and e] not at all. The prominent frequencies were quoted on 'not at all' as shown in table 4.7. The critical chi-square [χ^2] values with respect to public and private sectors, To urban and rural areas were found to be 0.26 and 0.38. This indicates that there was no significant difference with respect to job experience perspective.

15) Analysis for Individual Factors

The responses were analyzed of statement no.4, on keeping individual factors like intelligence, capacity, diligence, etc. in view, generally feel. For this, respondents recorded their responses in measure of alternatives, such as a] far superior to the job, b] superior to the job, c] equal to the job, d] less to the job and e] much less than to the job. The prominent frequencies were quoted on 'equal to the job' as shown in table 4.7. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.16 and 0.63. This indicates that there was no significant difference with respect to individual factors perspective.

16) Analysis for Social Circle

The analysis of statement no. 7, on as a result of the job, social circle has widened to – was done. For this, respondents recorded their responses in measure of alternatives, such as a] very great advantage, b] great advantage, c] advantage, d] a little advantage and e] no advantage. The prominent frequencies were quoted on 'very great advantage' as shown in table 4.7. Critical chi-square [χ^2] values with respect to public and private sectors to urban and rural areas were found to be 0.2 and 0.13. This indicates that there was no significant difference with respect to social circle perspective.

17) Analysis for Life Style

The analysis of statement no.10, on job is responsible for developing a desirable life style, with regard to habit and attitudes was done. For this respondents recorded their

responses in measure of alternatives, such as a] to a very great extent, b] to a great extent, c] to a moderate extent, d] to some extent and e] to no mean. The prominent frequencies were quoted on 'to a moderate as shown in table 4.7. The critical chi-square [χ^2] values with respect to public and private sectors to urban and rural areas were found to be 0.04 and 0.18. This indicates that there was no significant difference with respect to life style perspective.

18) Analysis for Opportunities

The analysis of statement no 12, on by virtue of the job that, opportunities to get certain other position, ex-officio, etc, was done. For this, respondents recorded their responses in measure of alternatives, such as a] very many, b] many, c] moderate, d] few and e] nil. The prominent frequencies were quoted on 'very many' as shown in table 4.7. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.09 and 0.16. This indicates that there was no significant difference with respect to opportunities perspective.

19) Analysis for Mobility

The analysis of statement no. 26, for opportunities in job for horizontal and longitudinal mobility like promotions, increased responsibilities are, was done. For this, respondents recorded their responses in measure of alternatives, such as a] very many, b] many, c] moderate, d] few and e] nil.

The prominent frequencies were quoted on 'few' as shown in table 4.7. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.006 and 0.16. This indicates that there was no significant difference with respect to mobility perspective.

20) Analysis for Satisfaction

The analysis on statement no.30, for all said and done, how satisfied are with job, was done. For this, respondents recorded their responses in measure of alternatives such as a] completely satisfied, b] very satisfied, c] moderately satisfied, d] slightly satisfied and e] not at all satisfied.

The prominent frequencies were quoted on 'moderately satisfied' as shown in table 4.7. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.038 and 1.76. This indicates that there was no significant difference with respect to satisfaction of job perspective.

B. Financial or Economic Aspect

Sufficient monetary gain provides security to employees and can be major factor of job satisfaction. So on economic aspect statements no. (2, 5, 9,18) were stated on factors such as salary and allowance on the administered job satisfaction [JSS] scale. The prominent frequencies of employed homemakers in urban and rural, public and private sectors were analyzed by chi-square test. The significance values and interpretations on different factors are cited in table 4.8, which are discussed one by one respectively in following.

Table 4.8

Respondents Of Chandrapur And Nagpur Districts On Prominent Frequencies With Their χ^2 Values On Job –Extrinsic- Financial Or Economic Factors As Per Job Satisfaction Scale

Job Satisfaction Scale			Chandrapur District(N=294)				
S.N	Factors	Category	Area	Urban	Rural	χ^2 Value	Remark
Job- Extrinsic - Economical Aspect							
1	Economic advantages	Poorly satisfying	public	18	15	0.04	*
			private	16	12		
2	Retirement benefits	Aye-One	public	16	12	0.24	*
			private	22	21		
3	Facilities	So-So	public	30	31	0.47	*
			private	37	30		
4	Future provision	Very Poor	public	48	31	1.49	*
			private	45	43		
TABLE VALUE FOR DF[1]->3.84 at 5%						* = Insignificant	

21) Analysis for Economic Advantages

The analysis of statement no 2, with regard to economic advantages like salary, allowance, etc was done. For this, respondents recorded their responses in measure of alternatives, such as a] extremely satisfying, b] very satisfying, c] moderately satisfying, e] poorly satisfying and e] not satisfying.

The prominent frequencies were quoted on ‘poorly satisfying’ as shown in table 4.8. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.04 and 0.005. This indicates that there was no significant difference with respect to economic advantages perspective.

22) Analysis for Retirement Benefits

The analysis of statement no 5, with regard to post retirement benefits, like pension, gratuity, etc. was done. For this, respondents recorded their responses in measure of alternatives, such as a] aye-one, b] good, c] so-so, d] bad, e] very bad.

The prominent frequencies were quoted on 'aye-one' as shown in table 4.8. The critical chi-square [χ^2] values with respect to public and private sectors to urban and rural areas were found to be 0.24 and 0.005. This indicates that there was no significant difference with respect to retirement benefits perspective.

23) Analysis for Facilities

The analysis of statement no 9, on job is provides facilities like medical care, housing, subsidized rationing, travelling, etc. was done. For this, respondents recorded their responses in measure of alternatives, such as a] very adequate, b] adequate, c] so-so, d] inadequate and e] nil. The prominent frequencies were quoted on 'so-so' as shown in table 4.8. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.47 and 0.71. This indicates that there was no significant difference with respect to facilities perspective.

24) Analysis for Future Provision

The analysis of statement no.18, in some emergency after death, job has provisions to offer job to the children or family members, ex-gratia grants etc, was done. For this, respondents recorded their responses in measure of alternatives such as a] in plenty, b] in good manner, c] sufficient, d] poor and e] very poor. The prominent frequencies were quoted on 'very poor' as shown in table 4.8. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 1.49 and 0.20. This indicates that there was no significant difference with respect to future provision perspective.

B) Community/National Growth

Growth Aspect: This is one of the key factors, growth in hierarchy is important. In either case, advancement is a key factor to fulfillment. Employment has economic development aspect, hence job helps to improve quality of life and community development, so statements (14, 22, 24, 28 and 29) were on factors such as quality of life and National economy on the administered job satisfaction [JSS] scale. The prominent frequencies of employed homemakers in urban and rural, public and private sectors were analyzed by chi-

square test. The significance values and interpretations on different factors are cited in table 4.9, which are discussed one by one respectively in following.

Table 4.9

Respondents Of Chandrapur And Nagpur Districs On Prominent Frequencies With Their χ^2 Values On Job –Extrinsic- National Growth Factors As Per Job Satisfaction Scale

Job Satisfaction Scale			Chandrapur District(N=294)				
S.N	Factors	Category	Area	Urban	Rural	χ^2 Value	Remark
Job- Extrinsic - National Growth Aspect							
1	Quality of life	Yes	public	30	26	0.3	*
			private	34	24		
2	National economy	Strongly agree	public	34	27	0.003	*
			private	37	30		
3	Work -worship	Very right	public	28	26	0.34	*
			private	38	33		
4	Freedom	Strongly disagree	public	50	48	0.034	*
			private	55	48		
5	To others	Okay	public	17	13	0.046	*
			private	20	17		
TABLE VALUE FOR DF[1]->3.84 at 5%						* = Insignificant	

Note- 1] Refer Appendix D p.-- for original detailed data.

2] Above data exhibit the prominent frequencies in favour of selected factors with respect to public and private sector

25) Analysis for the Quality of Life

The analysis of statement no.14, job in its own way is trying to improve the quality of life, i.e. it endeavors to make a better person, was done. For this, respondents recorded their responses in measure of alternatives, such as a] yes-yes, b] yes, c] yes-no, d] no and e] no-no. The prominent frequencies were quoted on ‘yes’ as shown in table 4.9. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.3 and 0.003. This indicates that there was no significant difference with respect to the quality of life perspective.

26) Analysis for National Economy

The analysis of responses on statement no. 22, as utilization of human resources is the backbone of National growth, that job adds to the economy and development of the Nation, was done. For this, respondents recorded their responses in measure of alternatives, such as a]

strongly agree, b] agree, c] poorly agree, d] slightly disagree and e] completely disagree. The prominent frequencies were quoted on 'strongly agree' as shown in table 4.9. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.003 and 0.0005. This indicates that there was no significant difference with respect to National economy development perspective.

27) Analysis for Work-Worship

The analysis of statement no 24, 'work is worship' was perhaps spoken about the job that hold was done. For this respondents recorded their responses in appropriate measure of alternatives such as a] very right, b] quite right, c] not right, d] wrong and e] stupid. The prominent frequencies were quoted on 'very right' as shown in table 4.9. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.34 and 0.26. This indicates that there was no significant difference with respect to work is worship perspective.

28) Analysis for Freedom

The analysis of statement no. 28, on how far do you agree that the hierarchy in job leaves no scope for freedom, decision making, initiative etc. rather it produces boredom, was done. For this, respondents recorded their responses in measure of alternatives such as a] strongly agree, b] agree, c] so-so, d] slightly disagree and e] strongly disagree. The prominent frequencies were quoted on 'strongly disagree' as shown in table 4.9. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.034 and 0.14. This indicates that there was no significant difference with respect to freedom perspective.

29) Analysis for Attitudes of Significant People

The analysis of statement no. 29, on job rate to others, as to family, relatives and friends, job appears to be as, or attitudes of significant people, was done. For this, respondents recorded their responses in measure of alternatives, such as a] very pleasing, b] pleasing, okay, c] somewhat dis-pleasing and e] displeasing.

The prominent frequencies were quoted on 'okay' as presented in table 4.9. The critical chi-square [χ^2] values with respect to public and private sectors, to urban and rural areas were found to be 0.046 and 0.32. This indicates that there was no significant difference for both

districts with respect to job rate to others or to attitudes of significant people or family, relatives and friends perspective.

In nutshell, all the factors of job satisfaction on job satisfaction scale [JSS] were found insignificant. This clearly indicates that there was no significant difference between the public and private sectors with respect to urban and rural areas. In other words, all the factors of job satisfaction were found equiv-vocal for urban and rural employed homemakers with respect to public and private sectors.

JOB SATISFACTION LEVEL OF EMPLOYED HOMEMAKERS

A person who is satisfied in other situation of life is usually satisfied with the job also. So the job satisfaction of person can be measured by considering factors relating to work and analyzing the factors which give satisfaction in whole. Raw scores of individual respondent represent the levels of job satisfaction by 29 statements as per scoring key in the manual of job satisfaction scale.

The total raw scores gives a quick measure of satisfaction/ dissatisfaction level of a respondent toward her job because the maximum satisfaction score in each case is 116, so that for e.g. if one's raw score is 96, then the respondents is categorized in the extremely satisfied and if other has 66 score, means the respondent is in very satisfied category. The total of the scores from the scale were calculated to put the respondents in the categories as shown in table 4.10 below.

Table 4.10

Job Satisfaction Respondents Of Chandrapur And Nagpur Districs With Their χ^2 Values Job Satisfaction As Per Scale

Job Satisfaction Scale			Chandrapur District(N=294)						
S. No	Scores Of J.S.Scale	Degree Of Satisfaction	Public Sector			Private Sector			G.T
			UR	RU	TO	UR	RU	TO	
1	74 or above	Extremely satisfied	8	12	10	17	9	26	36
2	63-73	Very satisfied	11	5	16	16	10	26	42
3	56-62	Moderately satisfied	14	3	17	13	14	27	34
4	48-55	Not satisfied	2	12	14	18	4	22	36
5	47 or below	Extremely dissatisfied	10	13	23	11	2	13	36
		TOTAL	45	45	90	75	39	104	194

Table value for df 4 at 5% =9.49 & at 1% =13.28 $\chi^2 = 4.99$ $p > .5$ $\chi^2 = 28.78$ $p < .5$

From the above table 4.10, it depicts that the urban and rural employed homemakers were classified in five categories on degree levels of job satisfaction, such as a] extremely satisfied, b] very satisfied, c] moderately satisfied, d] not satisfied and e] extremely dissatisfied level .

The highest respondents recorded in 'moderately satisfied'. The critical chi-square [χ^2] value with respect to public and private sectors to urban and rural areas were found to be 4.99 and 28.78. The table value of χ^2 at 5 % level of significance on 4 df is 9.49. This indicates that there was no significant difference with respect to job satisfaction level of urban and rural employed homemakers in public and private sectors. It means the urban and rural employed homemakers in public and private sectors Chandrapur district with respect to job satisfaction level were same. This was due to the more urban employed homemakers were having less degree of job satisfaction or dissatisfaction in private sector than the urban and rural employed homemakers of public sector.

From the discussion, it depicts that the job satisfaction, a psychological satisfaction and the personal pleasure that the employee gets from his/her job, can varies due to socio-economic and job related parameters. Hence, the researcher thought of to verify some assumptions based on objectives of the present study on account above stated findings that are discussed here one by one in following.

HO1 – “THERE IS NO REAL DIFFERENCE IN WORKING CONDITIONS OF URBAN AND RURAL EMPLOYED HOMEMAKERS OF CHANDRAPUR DISTRICT, AND IF IT IS , IT IS JUST BY CHANCE ONLY.”

The importance of working conditions and work environment cannot be ruled out totally in giving job satisfaction. The social climate at work like-wise a reasonable amount of autonomy, the chances for congenial associations with coworkers, lack of discrimination, fair treatment and consideration from superiors and liberal fringe benefits add to the worker's job satisfaction as per earlier studies, though it may have a secondary role to play. Suitable working conditions gives the employees feel of psychological satisfaction and sense of importance. The analysis of distribution of respondents on working conditions for the present study was as presented in table 4.11 below.

Table 4.11

Working Conditions Of Respondents Of Chandrapur And Nagpur Districs With Their χ^2 Values On As Per Job Satisfaction Scale

Job Satisfaction Scale		Chandrapur District(N=194)						
Sn	Job-Concrete Factors	Public Sector			Private Sector			G.TO
		UR	RU	TO	UR	RU	TO	
WORKING CONDITIONS								
1	Very satisfactory	4	5	9	7	8	15	24
2	Satisfactory	6	9	15	10	14	24	39
3	Only slight satisfactory	15	12	27	14	11	25	52
4	Unsatisfactory	14	7	21	7	5	12	33
5	Not at all satisfactory	17	10	23	12	11	23	46
	Total	56	43	99	50	45	95	194

Table value for df 4 at 5% = 9.49 & at 1% = 13.28 $\chi^2 = 12.54$

As it was assumed that there is no real difference in working conditions of urban and rural employed homemakers, and if it is, it is just by chance only, it was considered to verify from the above table 4.11, which depicts that the working conditions of urban and rural employed homemakers were classified in five groups, such as a] very satisfactory, b] satisfactory, c] only slight satisfactory, d] unsatisfactory and e] not at all satisfactory.

The highest respondents recorded in 'only slight satisfactory'. From the above discussion, it is noticed that employed homemakers, whether they belong to different public and private sectors, areas such as urban and rural, experience working conditions 'only slight satisfactory', while very few recorded as 'satisfactory'. Thus, it is resulted as employed homemakers are not happy or satisfied with the working conditions.

The critical chi-square [χ^2] values with respect to public and private sectors to urban and rural areas were found to be 12.54 and 11.01. The table value of χ^2 at 5 % level of significance on 4 df is 9.49. This indicates that there were significant differences with respect to the working conditions of employed homemakers specifically in public and private sectors at 5% level but were insignificant at 1% level as the table value is 13.28. This indicates that urban and rural employed homemakers specifically in public and private sectors do not differ too much in the working conditions.

In nutshell, from the above findings it can be assessed that employed homemakers were not happy or satisfied with their working conditions, though the working conditions of urban and rural employed homemakers were same.

Ho2 - There Is No Real Difference In Level Of Job Satisfaction Of Employed Homemakers In Public And Private Sectors Of Chandrapur And Nagpur District, And If It Is, It Is Just By Chance Only.

Table 4.12

Job Satisfaction Of Respondents In Public And Private Sectors With Their χ^2 Values As Per Job Satisfaction Scale

S n	J.S.Scale		Chandrapur Dist.		
	Score categories	Degree of job satisfaction	Public sector	Private sector	Total
1	74 or above	Extremely satisfied	10	16	26
2	63-73	Very satisfied	16	26	42
3	56-62	Moderately satisfied	23	19	42
4	48-55	Not satisfied	33	27	60
5	47 or below	Extremely dissatisfied	5	9	14
		Total	87	97	194

Table value for df 4 at 5% =9.49

C.V.of $\chi^2 = 4.99$

As it was assumed that there is no real significant difference in level of job satisfaction of employed homemakers in public and private sectors, it was considered to verify from the above table 4.12, which depicts that the degree level of job satisfaction of employed homemakers in public and private sectors were classified into five groups, such as a) extremely satisfied, b) very satisfied, c) moderately satisfied, d) not satisfied and e) extremely dissatisfied.

The highest respondents recorded in 'not satisfied'. The critical chi-square [χ^2] value with respect to public and private sectors were found to be 4.99. The table value of χ^2 at 5 % level of significance on 4 df is 9.49. This indicates that there was no significant difference in public and private sectors with respect to job satisfaction level of employed homemakers.

Ho3 - There Is No Real Difference In Level Of Job Satisfaction And Socio-Economic Status Of Employed Homemakers, And If It Is, It Is Just By Chance Only.

Table 4.13

Job Satisfaction And Socio-Economic Status Of Respondents Of Chandrapur And Nagpur Districs With The χ^2 Value As Per Scales

S n	Js Scale	Ses Scale					N
	Degree Of Satisfaction	pper Status	Upper Middle	Middle Status	Upper Lower	Lower Status	G.Total
1	Extremely satisfied	8	2	10	7	5	32
2	Very satisfied	11	5	16	10	10	52
3	Moderately satisfied	14	3	13	14	7	51
4	Not satisfied	10	12	8	4	3	37
5	Extremely dissatisfied	2	13	11	2	3	31
	TOTAL	45	45	58	37	27	194

Table value for df 16 at 5% =26.30. & at 1% = 32.00 C.V. of $\chi^2 = (Df-16, N=194) 66.5$

$P < .01$.

As it was assumed that there is no real significant difference in level of job satisfaction and socio-economic status of employed homemakers, it was considered to verify from the above table 4.13, as it was noticed that employed homemakers of were classified into five groups of job satisfaction level such as a] extremely satisfied, b] very satisfied, c] moderately satisfied, d] not satisfied and e] extremely dissatisfied, with respect to five groups of socioeconomic status; a] upper, b] upper middle, c] middle, d] upper lower and e] lower category.

The moderately satisfied with middle status was having the higher frequencies as 58 employed homemakers compared with other groups. These findings signifies by the table value of χ^2 for 16 degrees of freedom at 1 percent level by 32.00 and as calculated value 66.5, was much higher than its table value and hence there was significant relation among the degree level of job satisfaction and socio-economic status of employed homemakers. So the hypothesis was rejected. So it was concluded that the degree level of job satisfaction and socio-economic status of employed homemakers were not found tallying each other.

In nutshell, from the above findings it can be assessed that the job satisfaction level of urban and rural employed homemakers varies to socio-economic status and vice-versa.

Ho4 - There Is No Real Difference In Job Satisfaction Of Urban And Rural Employed Homemakers Of Chandrapur And Nagpur Districts, And If It Is, It Is Just By Chance Only.

Table 4.14

**Respondents Of Chandrapur And Nagpur Districs Of Urban, Rural Areas With Their
 χ^2 Value On Job Satisfaction Level As
 Per Job Satisfaction Scale**

SN	Scores categories of J.S.	Degree of JOB SATISFACTION	CHANDRAPUR DISTRICT(N=194)		
		Category	UR	RU	TOTAL
1	74 or above	Extremely satisfied	17	15	36
2	63-73	Very satisfied	16	20	36
3	56-62	Moderately satisfied	27	24	52
4	48-55	Not satisfied	18	24	42
5	47 or below	Extremely dissatisfied	11	12	23
		Total	99	95	194

Table value for df 4 at 5% =9.49. C.V. of $\chi^2 = 7.13$ $p > 0.5$

As it was assumed that there is no real difference in level of job satisfaction of urban and rural employed homemakers, it was considered to verify from the above table 4.14, so it was noticed that the urban and rural employed homemakers were classified into five categories of job satisfaction level such as a] extremely satisfied, b] very satisfied, c] moderately satisfied, d] not satisfied and e] extremely dissatisfied,

The above table indicates that the distribution of respondents on job satisfaction indicates that the most urban and rural employed homemakers are moderately satisfied, though very few are very satisfied and extremely satisfied, while remaining few are not satisfied and extremely dissatisfied.

The data from the above table 4.14 shows that the most of employed homemakers are satisfied ones and this finding signifies by the table value of χ^2 for 4 degrees of freedom at 5 % level by 9.49 and as calculated χ^2 value 7.13 and it means that both urban and rural employed same in degree levels of job satisfaction. In nutshell, from the above findings it can be assessed that the job satisfaction level of urban and rural employed homemakers do not differ with each other.

Chapter V

SUMMARY AND CONCLUSIONS

With the change in time, socio-economic scenario, employment outside the home is the addition of responsibilities of homemakers. This demands which demands the different abilities and skills than that of the traditional society. The socio-economic environmental scene, in which homemakers started to work, has taken a different turn in the modern society, which makes jobs more challenging and seeks more support from their family members.

The urban and rural settings are also different, as well as families they belong to, the occupation they are in, their income, age, caste and length of service etc. have effect on the satisfaction. So, this study is aimed to examine the status of job satisfaction of employed homemakers towards their own positions as well as their work with their work conditions according to their socio-economic background at home and at work place.

Job satisfaction varies with time, place and individuals. The findings of reviewed studies in India conformed of the recent studies conducted on the various aspects of Job Satisfaction. Human resources are most valuable existing potential in an organization and vital for the successful achievement of its objectives. The contributions they make may not be arithmetically, measurable. On analysis of the literature and the need, the investigator undertook the present problem to study in-depth.

The study was based on purposively selected sample consisting of 220 urban and rural employed homemakers working in different institutions of bank, education and health fields from both public and private organized sectors in Chandrapur District of Vidarbha region in Maharashtra state. Whereas, Out of 220 selected sample only 194 respondents were properly fully correct complete responses quoted from the selected areas.

Tools Used - The two standardized scales (English and Hindi versions) were used for the purpose of data collection.

1. Dr. Amar Singh and Dr. Sharma's (2006) "Job satisfaction scale"
2. Rajiv Lochan's (2006) "Socio-Economic Status Scale"

The two sets of scales were administered individually to the respondents of both districts to collect primary data.

On collection of entire data, scoring was done, and the statistical analysis carried out with setting up of hypotheses and verifying them. The presentation of data in 2x2 contingency tables with percentage, graphs and chi-square test was applied to analysis

relation and the difference between different variables like levels of job satisfaction and socioeconomic status, public and private sectors, etc.

The general information on socio-economic background of respondents with socio-economic status, working conditions and other job satisfaction factors were analyzed to examine the job satisfaction as it is a relative concept. The job satisfaction degree levels were decided and compared with the socio-economic status of the urban and rural employed homemakers. The findings on basis of significance were tested by chi-square test.

The findings of the study were as under-

- There was no significant difference in socio-economic status [SES] of urban and rural employed homemakers of Chandrapur district.
- For the working conditions the urban and rural employed homemakers were more unsatisfactory with their working conditions specifically.
- In regard with all the factors of job satisfaction were found equiv-vocal for urban and rural employed homemakers with respect to public and private sectors.
- With respect to the job satisfaction level of urban and rural employed homemakers were not having significant difference.
- With regard with the job satisfaction level and socio-economic status, the job satisfaction level of urban and rural employed homemakers varies to socio-economic status.

CONCLUSIONS

In brief, it is to sum-up the above findings in nutshell as under –

With respect to socio-economic status parameters and job satisfaction factors, It was noticed that there was no significance between these two categories.

In regard with the job satisfaction level of employed homemakers in Chandrapur district, with respect to public and private sectors the difference was found insignificant. It was noticed, prominently, that the χ^2 value was found highly significant with respect to moderately satisfied group of both “socio-economic status” and “job satisfaction levels” respectively.

From the above discussion, it is therefore significantly noticed that there are same on “socio-economic status parameters” and “job satisfaction factors” as well as “socio-economic status” of urban and rural employed homemakers but differ in “job satisfaction degree levels”.

Chapter VI

SUGGESTIONS AND RECOMMENDATIONS

The social status of women has considerably enhanced in the country during the post reform period which could be observed from the increasing their enrolment in educational institutions at all levels, as job seekers on the live registers of employment exchanges, steadily rising rate of employment in public and private sectors, growing rate involuntary associations and organizations promoting welfare and social service activities etc.

In organized sector the establishment that perform one or more functions about banking, medical and educational are characterized by modern relations of productions, regulated and governed by laws that are meant to protect the security and the working conditions of employees and also are supported by the employees organizations that can look after their interest. Keeping in view this, it was decided to make a thorough study the job satisfaction of employed homemakers.

The reports show a rise in employment of homemakers in organized sector. This rise is welcome feature but some positive steps to be taken to improve the status of homemakers in employment. Today homemakers have greater attraction towards jobs whereas they in lesser majority and a nominal representation as a working strength in organized sector which shows that the desire of homemakers doing jobs does not take a practical form when they compete within the men's world equally.

Where, on the one hand, society advocate for the advancement of women outside their homes, on other hand, today they leave their old form of living in the four walls of the house and were a new form of more responsibilities with wide areas of doing jobs in every field. They work nearly 16 hours daily without rest with dual responsibilities at job and at home in which male have 1.5 hour contribution daily in helping homemakers in doing extra work in their homes.

Some remedial measures should be adopted by the organizations regarding their problems of their women employees. It may be as under.

1. Homemakers are discriminated in the field of recruitment. The number of homemakers in banks show a nominal existence which should be increased.
2. Homemakers' recruitment should be in all public, private and co-operative sectors where the number is small. It should increase so as to reach more percent of the total.

3. Homemakers do not get better facilities, their difficulties, problems and complaints can be easily solved and provisions can be made separately when they may be in good number in total working strength.
4. Encouragement leads to betterment' but employed homemakers experienced the lack of motivation and incentives which cause to lose zeal to work harder and reduce efficiency.
5. Negative attitude towards women should be change; friendly encouraging and supportive attitude of colleagues' is needed in working field. The outlook for women should be as a person not as female.
6. No transfers or training should be made to the inconvenient places where there are no a separate hostels or crèche/day care facilities for their children.
7. Welfare activities are nominal or fewer opportunities, as lesser involvement of homemakers due to no spare time for entertainment such as holiday homes to free from dual workload to increase working efficiency.
8. Lady administrators are not favored to male to work as her subordinate. Likewise women have no involvement in decision making roles and they are only confined to functional roles. This should be completely changed and should be feeling comfortable to discuss or interact.
9. Recent efforts of the Government of India to include women in Board of directors by which the homemakers' expert's skills and knowledge can be utilized. It is much more praiseworthy that women have proper representation at every level with their colleagues.

Sociological studies have clearly established that the revolution in the role of homemakers will have greater impact on society than even the rise of communism or the development of Nation. However to generate more employment for homemakers and ensure equity in their service conditions, conceptual clarity regarding their potential for shouldering occupational roles must be established.

SUGGETIONS FOR FURTHER RESEARCHES

Although an earnest attempt has been made to discuss the various factors concerning to job satisfaction among employed homemakers, in this study work, the researcher honestly feels that many micro level further research studies can be undertaken on Future studies

should consider that socio-economic status and the job satisfaction with increasing age and experience of employed homemakers.

1. Future studies should consider that employment of spouse and small family to job satisfaction of employed homemakers.
2. Future studies should consider that effect of Job –intrinsic factors on job satisfaction of employed homemakers.
3. Future studies should consider that effect of concrete or abstract factors towards job satisfaction of employed homemakers.
4. Future studies should consider that psycho-social aspect to job satisfaction of employed homemakers.
5. Future studies should consider using a survey instrument that has based its development on a group that includes Vocational or a similar field.
6. Future research should attempt to choose a population subject group that has a more balanced number of employed homemakers in urban and rural locations

As this study is more or less a macro level, the researcher feels that more and more intensive in depth micro level studies can be conducted on a number of problems that could covered in research study, which will throw a greater light on the issues under discussion and enlighten all the interested persons in a great measure.

THE IMPLIMENTATION

The implications can be as follows.

- Employed homemakers' educational level should match the type of job they do, their job level, pay scale etc. to increase their satisfaction on the jobs.
- There should be more opportunities for promotions to increase job satisfaction which is consequent upon the age since it was observed in the communication with older homemakers feel that there is no chance of their promotions.

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