

# An analysis of Job Anxiety on Job Satisfaction of Organizationally Employed & Voluntary Organizationally Employed Women

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Job satisfaction has become a matter of great concern for HR managers along with their organization. The term job satisfaction covers the satisfaction derived from being engaged in work. It is essential related to human needs and their fulfillment through work. Entitled, "An analysis of job anxiety on job satisfaction of organizationally employed & voluntary organizationally employed Women" is comprised of 150 organizationally employed women 150 voluntary organizationally employed Women. The data from all the 300 employed women are collected after developing adequate Questionnaire. The subject is administered job anxiety scale. The sample is classified into two groups that are organizationally employed & voluntary organizationally employed women. Both the groups are compared with regard to demographic and Psychological parameters, mean, SD and Z value are used to find out the statistical significance of the result.

Job anxiety of voluntary organizationally employed women is higher as compared with that of organizationally employed women. Highly significant difference in job anxiety has been observed between two groups of subjects. Employers with high job satisfaction are having low job anxiety. The effect of job anxiety on job satisfaction of organizationally employed women is higher as compared to voluntary organizationally employed women.

**Keywords:** Job Satisfaction, Anxiety

## Introduction

The term job satisfaction covers the satisfaction form being engaged in work. It is necessary essentially related to human needs and their fulfillment through work. It is Generated by the individual's perceptive of how well his job satisfaction his various needs.

The study of job satisfaction is relatively a recent phenomenal. It can perhaps be said to have begun with the famous Hawthorne studies, conducted by Elation mayo at the western electric company in 1920's.

Survey's like the one by Gannon & Noon 1971 suggests that a large majority of Women Resource Manages believe that happier worker's are more productive workers. It seems somehow natural that more positive feelings about work would lead to greater output and higher quality of work in an organization or Industry According to a study conducted by Schafer 1957 it was revealed that job satisfaction is primarily based up on the satisfaction of needs. The stronger the need the higher is the job satisfaction.

According to Keith Davis 1981 "Job satisfaction can be more accurately interpreted in the terms of General emotional tone of employed" Some employers for example may be highly satisfied with home and commonly life and they may think that their job provides only average satisfaction. The job

satisfaction is somehow Physiological factor and it influences one's General life satisfaction.

According to Dinette, in America upto 1975, the number of analytical studies has shown that many factors which are of universal distinct nature are responsible for job satisfaction. They are as follows:-

1. Satisfaction with work it self.
2. Satisfaction with pay and their emotions.

## Factors Affecting Job Satisfaction:-

Herberg 1957 and his co-researchers have summarized sixteen of these studies in which large group of employees ranked the importance of various job factors to be ranked in following way from highest to lowest :-

1. Security
2. Job interest
3. Wages
4. Social aspects
5. Working conditions
6. Communication and benefits there is no particular factor that only affecting job satisfaction but various

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factors in combined form affects it.

Statement of the problem in an administrative organization both employees and employers consciously and unconsciously try to meet each others needs and expectations. Job satisfaction is important for the employees the workers and the community. Investigations have shown that when a man is satisfied with his work the employer profits by greater output favor and much other tangible and intangible result. The study of job satisfaction is important because it can be viewed as an end in it self since happiness after all is the goal of life. Further Job satisfaction is an important contributor to think that since Job is an essential part of one's life.

Herzberg's finding also suggest that sates flying job experience e.g. achievement recognition often increase in the individuals self confidence (Herzberg et al 1959)

Once of the major Psychological problems being faced by most and the people in modern world is dealing with vague fear, apprehension, self abasement, falling of insecurity.

The Psychological components of job anxiety are paranoid suspicious, feeling of insecurity Recognition, reward and punishment further prospects in the interpersonal relation at work social status of responsibilities etc. Owing to the above factors the anxious employees most of the time anticipates undeniable out comes from various component of job. These occasional in expedient experiences with reference to various components of the job serve as a base for the development of job anxiety in the employees. The employee with high job anxiety is worried but is unable to identify the exact cause of it. At the extreme the job anxiety may be characterized by a feeling of happiness and self basement. The employee possessing high job anxiety frequently anticipants misfortunes and is suspicious about the to thing people around him.

Keeping the above in view it has become necessary to the study and highlights the effect of job anxiety on job satisfaction.

#### **Objectives:-**

1. To compare the job satisfaction of organizationally employed women and voluntary organizationally employed women.
2. To study the relation ship between job anxiety and job satisfaction.
3. To study the effect of job anxiety on job satisfaction of organizationally employed and voluntary organizationally employed women.

#### **Review of the Literature:-**

Srivastava (1978) develop a scale on job anxiety. The job anxiety scale estimate various components of employees anxiety being manifested to relation to seven dimensions of their jobs such as job security and safety recognition and fair evaluation, human relations at work rewards and punishment, self esteem and social status of job, future prospects and

capacity to work and shouldering responsibilities.

A study Manju Gupta (1979) wanted to study their job satisfaction, their attitude towards jobs and problems. They encountered in their working life.

Trivedi, Srivastava & Kumal (1981) examined the interrelationship between job anxiety and absenteeism on male workers in Raibereli and found a positive relationship between job anxiety and absenteeism. Further the results were in the predicted direction for positive work out couches (i.e. job satisfaction and involvement) and contrary to prediction for negative outcome (i.e.) job anxiety) Srivastava (1982) Stated that blue collars workers were found to be more anxiety with respect to their job life than supervises. In additional workers job anxiety level increased with increasing job involvement. However no interaction was found between job involvement and occupational status in determining job anxiety, Srivastava (1985) studied the moderating effect of act on role stress and job anxiety relationship. The results indicated that the employee's n-ach markedly moderates the role stress job anxiety relation ship. In light of the literature reviewed it can be arrived that the studies carried out so far by different investigators are largely on different type of samples.

Job satisfaction type has been reported to be negatively associated with job anxiety.

#### **Mythology:-**

The present study has been carried out on about 300 women employees of Udaipur District. The sample is comprised of 150 employed of organizationally employee's women (School Teacher of Government and private Sector in Senior higher Secondary and Secondary School) and 150 employees of voluntary organizationally employed women. The data was collected from school teachers and employees of voluntary organization. The random sample teaching was used.

**Table: - A**

S.No.	Name of organization	Organizationally employed women
1.	Gov. Girls High. Sec. School, Jagdish Chowk, Udaipur	20
2.	Mahila Mandal Higher Sec. School,	18
3.	Residence Girls High.Sec. School	30
4.	Guru Nanak High. Sec. School	43
5.	Vidha Niketan Sen. Sec. School, Udaipur	39
	<b>Total</b>	<b>150</b>

**Table: - B**

S.No.	Name of Voluntary organization	Organizationally employed women
1.	Sewa Mandir, Udaipur	63
2.	Narayan Sewa Sansthan	44
3.	Astha Sansthan	44
	<b>Total</b>	<b>150</b>

To collect the information on different psychological variables stand rized test has been administered.

S.No.	Name of Test	No.of items
1	Job anxiety scale :- Dr. A.K.Srivastava and M.M. Sinha 1979	80

The raw score was calculated as per the scoring norms given in the manual.

Job anxiety scale job anxiety scale by R.B. Cattle, J.E. King, A.K. Srivastava and M.M. Sinha. The test consisted 40 items. In the present test 3 alternative responses job anxiety scale used in this research work was developed by Srivastava and Sinha (1979). The scale consisted 80 items and arranged in random order 63 are "True Keyed" and 17 are "False Keyed" with a

priority weight of one score each. All 80 items were delineated in to seven areas. Security, recognition, human relation at work, reward & punishment, Self esteem, future prospects and capacity of work. The split half reliability was 0.92 and test retest reliability 0.90.

**Job Satisfaction**

Group of employed women	Sample Size	Mean	SD	Z value
Organizationally employed women	150	14.86	2.58	5.960**
Voluntary organization employed women	150	13.25	2.06	
<b>Total</b>	<b>300</b>	<b>14.05</b>	<b>2.46</b>	

- \* Significant at 0.5 level  
 \*\* Significant at 0.1 level  
 NS Not Significant

Table indicates the job satisfaction in term of job is higher for organizationally employed women as compared to voluntary organizationally employed women. The average mean of overall sample job has been observed between two groups of subjects.

**Job anxiety profile**  
**Security profile**

Group of employed women	Sample Size	Mean	SD	Z value
Organizationally employed women	150	1.47	1.53	7.448**
Voluntary organization employed women	150	2.93	1.85	
<b>Total</b>	<b>300</b>	<b>2.20</b>	<b>1.85</b>	

- \* Significant at 0.5 level  
 \*\* Significant at 0.01 level  
 NS Not Significant

The job anxiety in term of job security is higher for voluntary organizationally employed women as compared to organizationally employed women. The average mean of overall sample is 2.20. A higher significant difference observed between differences. Group of subject.

The job satisfaction is the matrix of job factors that make a person like his work situation.

The satisfaction which the employees experiences in their job is often believed to the consequence of the extent to which various aspects of their job and working environment tend to need their need.

Job anxiety when analyzed, it indicates highly significant difference in job anxiety and all subject areas between two groups of subject group having higher job satisfaction score which indicate that employees with low job anxiety will have better job satisfaction with regard to organizationally employed women and also overall score have higher mean score about reward and Punishment dimensions. This could be due to firstly the partial behavior of the officers to punish the subject ordinates for minor mistakes, secondly. Fellow workers may criticize each other and may not work honestly, thirdly. They may not behave properly as required, job anxiety mean is found higher in lower education group. This could be because they are fully qualified, then pay scales are lower, chances of promotion are limited and job security is also not guaranteed. It indicates that the lower the education, the higher the job anxiety.

In income variable the mean of job anxiety and all areas in respect of voluntary organizationally employed women is higher than organizationally employed women. Lower income group has higher job anxiety frequently anticipates

misfortunes and undesirable consequences also they are suspicious about the things, people and situations around them. This indicates that the lower the income, the higher the job anxiety. Co relationship among psychological variables that correlated with job satisfaction, the job anxiety has the closest relationship. In case of both organizationally employed women and voluntary organizationally employed women. Job satisfaction score has been found negative correlated with job anxiety score and significant at 0.1 levels of organizationally employed women, voluntary organizationally employed women and overall employed women.

This indicates that an increase in job satisfaction results a corresponding decrease in job anxiety and vice versa. Abdel Halim (1982), Kumar & Sharma (1990) in their studies have also found the sane results.

Effect of job anxiety on job satisfaction of organizationally employed women is higher as compared to voluntary organizationally employed women.

**Suggestions:-**

The job anxiety scale may be used to categories the employed with regard to their degrees of job anxiety, which may be helpful in placing and shifting the employees accordingly. Possessing different degrees of job anxiety on the job and duties, such arrangement would enable the employees to achieve better adjustment with their jobs and also to maximize overall efficiency. Since the present study was conducted on a small sample its implications are limited. However it Indicate & the trend.

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