

Impact of Gender on Some Organizational Variables: A Study

Dr. Vinayak Irpate

Registrar, Gondwana University, Gadchiroli, Maharashtra State (India)

Abstract- The present study was carried out to measure the impact of gender on some organizational variables like work motivation, job satisfaction, need for achievement and life satisfaction. The sample of 200 employees was selected and was divided into two parts i.e. 100 male and 100 female. The five scales namely Personal Data Sheet, work Motivation Questionnaire, Job Satisfaction Scales, Sentence Completion Scales and Life Satisfaction Scale were administered on them. The Data was collected and analyzed with the help of mean, SD and t. Result with help of mean, SD and t. result indicated that male had higher level of work motivation than female. There was no significant difference between male and female employees on job satisfaction. It was found that male employees have high need for achievement than female employees and concluded that the male and female did not differ on life satisfaction scale. Several factors were responsible for these phenomena.

Index Terms- Impact of Gender, Male and Female, organizational variable, life satisfaction, work motivation.

I. INTRODUCTION

Recently organization psychologists as well as industrial psychologists are concentrating their attention on how employees feel about their jobs or their satisfaction and determining ways to improve it at a reasonable level of satisfaction (Tamini and Khan, 2009). Now a days, work motivation, job satisfaction, life satisfaction and need for achievement are highly researched variables in psychological researchers.

Human behavior does operate in vacuum. It is in fact, not meaningless. It is purpose oriented and goal directed. The persistence in activity and the tendency to complete a task are some of this sign of goal directed behavior i.e. motivational behavior. So, motivation is a set of energetic forces that originate both within as well as beyond a human being to initiate work related behavior and to determine its form, direction, intensity and duration (Pinder, 1988).

Job satisfaction is the favorable viewpoint of the worker toward the work role, he present by occupies (Ivancevich and Donnelly, 1968). Job satisfaction is simply how people feel about their jobs and different aspects of job (Spector, 1997). It is an attitudinal (and affective). Response to one's job (McCormick and Ilgen, 1989). In nutshell, in words of Hackman and Oldham (1980), 'Job satisfaction refers to the individual's attitude towards specific facts of work.'

India is a multifaceted society with its own unique culture. The cultural background of our nation regards women in specific

perspective. Although with increasing literacy among women, the condition women have improved, yet they still face several difficulties like injustice, discrimination, etc.

Historically too, there were different standards of behavior for men and women, where in, men were dominant figure in the work place and women were confined to home environment. Only the Western societies allowed women to work outside home and in the eastern society for women to work outside home and to earn money was considered derogatory. She was kept at home as a symbol of family morality is getting more and more education and status of women is changing. The society has also begun to realize that women are the central point around which the family and society revolve. U.N.O. report also endorses this view. The exclusion of women from many aspects of development process has important indirect effect. As women will pass on her own experience and attitude to her children, thereby having influences on them (Jain and Gupta, 1992).

Now a days, women in the Indian society have begun to realize their capacities and have taken a step forwards to the industrialized world. With the rise in the importance of employment, women have begun to look for employment opportunities. More and more, female are combining marriage, home and career. Paid employment increasingly significant in the lives of women which may be related to greater satisfaction and happiness. Moreover, it depends largely on the particular view of paid work that an individual's holds. The multiple roles of being a homemaker as well as workplace requirement is often a source of stress and burden.

Life satisfaction is synonymous to quality of life. The interest in the quality of work life is in keeping with growing concern to general quality of life or life satisfaction. Life satisfaction refers to a person's general happiness, freedom from tension, interest in life satisfaction. Life satisfaction refers to a person's general happiness, freedom from tension, interest in life, etc. According to Chadha, et al. (1993), the term quality of life usually measured as psychological and social well being. In other words, quality of life usually measured as psychosocial and social well being. In other words, quality of life is the physical fitness (actual and perceived by an individual) and psychological health (low on loneliness, helpless and high on life satisfaction) as well as the leisure time activities and social support network derived from environment by an individual.

Lio et al. (1990) analyzed nine life satisfaction variables involving with relations, hobbies, place of residence, satisfying life (happy and dull) health condition, physical fitness, health and overall satisfaction with one's life situations.

The need for achievement can be seen in many areas of human behavior. That allows the individual's performance to be evaluated according to some internally or externally imposed

criterion that involves the individual in competing with others of that otherwise involves some standard of excellence (Smith and Brown, 1964, Spence and Helmreich, 1983). Robert (1995) opined that need for achievement is a socially characterized need with two critical comments, a set of internalized standards that represents personal achievement and theoretical energizing or motivating condition that impels the person toward attempts to meet the 4se standards. Need for achievement is important for the growth of individual organization.

Considering above review of literature, it was found that true is paucity of researches on work motivation, job satisfaction, need for achievement and life satisfaction, in India and public sector industries. So, it was decided to measure the impact of sex on work motivation, job satisfaction, need for achievement and life satisfaction.

II. RESEARCH ELABORATION

2.1 Aim of the Study:

Following will be main aim of this research work.

1. To measure the impact of sex on work motivation of the employees.
2. To measure the effect of sex on job satisfaction.
3. To measure the impact of sex on need for achievement.
4. To measure the effect of sex on life satisfaction.

2.2 Hypotheses :

Considering above aims, following hypotheses were formulated.

- The Work motivation of male employees will be higher than female employees.
- The job satisfaction of male employees will be higher than female employees.
- Male employees will have higher need for achievement than female employees.
- The life satisfaction of male employees will be higher than female employees.

2.3 Methodology :

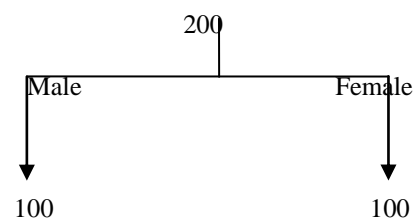
Sample :

A sample of 200 employees was selected

Sample Area :

The sample was selected from Bokaro Steel Plant, Bokaro, Jharkhand. Bokaro Steel Plant is a steel making factory situated in Bokaro district.

Sample Distribution:



Sample Selection:

The sample selected through incidental cum purposive sampoi9ijng technique.

Tools used:

Following tools was used.

Personal Data Sheet:

This PDS was used to seek some demographic information-name, age, sex, organization, post, educational qualification, etc.

Work Motivation Questionnaire:

This work motivation questionnaire has been developed by K. G. Agrawal in 1998. It is a likert type scale consisting 26 items. Each sentence has to be completed by selecting on among three alternatives. Higher the number so scores, higher the level of work motivation and vice-versa.

Job Satisfaction Scale:

This scale was used to measure the job satisfaction level of the employees. This scale is developed by Amar Singh and T. R. Sharma. This scale is likert type scale consisting 30 items. This has been published by National Psychological Corporation, Agra.

Sentence Completion Test:

Sentence completion test was used to measure the level of need for achievement of the sample. It is a paper – pencil test and consists 50 items. The possible range of score is from 0 to 50. Higher score indicates high need achievement and vice-versa.

Life Satisfaction Scale:

Life satisfaction scale was used to measure the life satisfaction level of the employees. This was developed by Pramila Singh and George Joseph. It has 35 items and rated on five points scale.

Test administration:

After taking consent from employees, all tests were administered into two sessions. In session I, Personal Data Sheet, Work Motivation Questionnaire, Job Satisfaction Scale were administered. In session II, Need for Achievement Scale and Life Satisfaction Scale were administered and data was collected and arranged in tables.

III. RESULT AND DISCUSSION

After collecting the data from the employees, the data was tabulated in following table.

Table-1
(Mean, SD and t of male and female employees on work motivation, job satisfaction, need for achievement and life satisfaction.)

S. No.	Variables	Male		Female		T	<P
		Mean	SD	Mean	SD		
1	Work Motivation	94.6	9.33	99	10.7	2.12	.01
2	Job Satisfaction	75.69	8.66	69.9	11.72	1.85	NS*
3	Need for Achievement	75.72	10.67	70.72	11.73	7.58	.01
4	Life Satisfaction	36.9	1.32	37.6	2.06	1.37	NS*

Sex and Work Motivation:

Considering above table I, it is found that the mean, SD on work motivation scale is 94.6 and 9.33 respectively, while the mean, SD of female on work motivation are 99 and 10.7 respectively. The t between these two sub-groups is 2012 which is significant on .01 levels. It means male and female employees both vary on work motivation level. Male employees have high work motivation than female employees. Thus, the hypothesis which states that “The work motivation of male will be higher than female” is accepted. Male employees have higher work motivation than female employees.

Sex and Job Satisfaction:

Pondering over above table, it is observed that mean, SD of male employees on job satisfaction are 75.69 and 8.66 respectively, while mean, SD of female employees are 69.6 and 11.72 respectively. The between there two groups is 1.85 which is not significant. It means these two groups do not differ significantly on job satisfaction. In other words, it can be said that the job satisfaction of male employees is not different from female employees. Thus the hypothesis which states that “The job satisfaction of male employees will be higher than female employees is not accepted “. Thus null hypothesis if accepted and it can be concluded tht there is no difference of job satisfaction between male and female employees.

Sex and Need for Achievement:

Considering above table, it is obvious that mean and SD of male employees are 75.67 and 10.67 respectively, where as the mean and SD of female employees are 70.72 and 11.73 respectively. The between these two subgroups is 7.58 which is significant on .01 level. It means both subgroups of employees are different significantly on need for achievement. Thus the hypothesis which states that “Male will have higher need for achievement that female” is accepted. Male employees have higher need for achievement that female employee.

Sex and Life Satisfaction:

Analyzing above table, it is found that mean, SD of life satisfaction are 36.9 and 1.32 respectively. The mean, SD of female on life satisfaction are 37.6 and 2.06 respectively. The betw3een these two sub-group is 1.37 which is not significant on any level. It means these subgroups do not very significantly on life satisfaction. Therefore, the hypothesis which states that male will have higher life satisfaction that female is not accepted and null hypothesis is accepted. Hence, it can be said that male and female employees do not differ on life satisfaction.

IV. RESULTS AND FINDING

Since this research work was done to estimate the impact of sex on work motivation, job satisfaction, need for achievement and life satisfaction. For this, four scales were administered on a sample of 200 employees. Data was collected. Then statistical treatment was done and result was analyzed.

3.1 Sex and Work Motivation:

The above finding has indicated that the work motivation of male was higher that female employees. It is observed that female and male differ significantly in their attitude regarding work. Males try to achieve zenith in the work, while women have fear of success (Horner, 1968), or have no strong will to achieve the zenith. Achieving zenith is to some extent against the womanly quality. It has been supported by Drecher and Ash, 1990, Leugh and Plake, 1990, Bhogle and Murthy, 1990.

3.2 Sex and Job Satisfaction:

As result has indicated that there is no difference between male and female on the basis of job satisfaction. The level of job satisfaction is some what equal to men. Because till date, women are aware of and sensitive to their needs, aspirators and rights are asserting themselves through economic route. Women were urban, well-educated, employed in various occupational settings. The employees may not have on easy time working in the male world but were certainly better educated than the unemployed and considered work to be an expression of self. As these women did not operate within the constrains of a given role situation. They were more like men in testing boundaries and altering constraints. It as supported by Afroz and Mittra (2003).

3.3 Sex and Need for Achievement :

Needless to say, need for achievement is a potential agent for work motivation. The higher need for achievement level, the higher will be work motivation. A number of studies have been reported that there exists positive correlation between need for achievement and work motivation (Litwin and Stinger, 1968; McClelland, 1953;Hoyenga and Hoyengam, 1984). The findings of Razaque (2005) also supports this findings.

3.4 Sex and Life Satisfaction :

Pondering over the result, it was found that both male employees and female employee did not vary on life satisfaction scale. It means both male and female employees were satisfied equally. Several factors like equality of education, posting in

accordance with ability, no incidence of under employment or over employment, transparency in promotion are responsible for this. Because these factors enhanced job satisfaction which ultimately connected with life satisfaction.

V. CONCLUSIONS

It is concluded that

- Male employees had higher level of work motivation than female employees.
- There was no difference between male and female employees on job satisfaction.
- Male employees had higher need for achievement than female employees.
- Male and female employees did not differ on life satisfaction.

REFERENCES

- [1] N. Afroz, and M. Rajana . “Do personality traits design self actualization in professional women” Journal of the Indian Academy of Applied Psychology, 2003 vol.29,no 1-2, pp 61-66.
- [2] S. Bhogle, and V. Murthy, “Fear of success in the Indian context” Journal of Personality and Clinical Studies. 1990 vol 6(1) pp 34-41.
- [3] N.K. Chandha, J. M. Easwaran, and P. Kaniwara, “Quantity of life among aged” Indian Journal of Psychology, (1993). 68 (1-2), pp 15-21.
- [4] G. Drecher, and A. Ronald, “A comparative study of mentoring among men and women in managerial professional and technical position.” Journal of Applied Psychology, 1990 vol 75 (5), pp 539-546.

- [5] K.B. Hoyenga, and K.T. Hoyenga, “Motivational explanation of behavior: Evolutionary, physiological and cognitive ideas.” Monterrey: CA Brooks. 1984.
- [6] M.S. Horner, “Sex difference in achievement motivation and performance in competitive and non-competitive situations.” Ph.D. Dissertation, University of Michigan, 1968 pp 754.
- [7] S. Leung, S. A. Barbara choice dilemma “approach for examining the relative importance of sex type and prestige preferences in the process of career choice compromise” Journal of Counseling Psychology, 1990. vol 37 (4), pp 339-406.
- [8] G. H. Litwin, and R. A. Stringer, “Motivation and organizational climate” Cambridge Mass: Harvard University Press, 1968
- [9] D. C. McClelland, The achieving society. Princeton, N.J. : Von Nostrand Reinold. 1961
- [10] E. J. McCormick, and D. Ligem, Industrial Psychology. New York: George Allen and Unwin Ltd. 1989 Pp 278.
- [11] C. G. Smith, and M. E. Brown, Communication structure and control structure in a voluntary association. Sociometry. 1964 pp 449-468.

AUTHORS

First Author – Dr. Vinayak Shiram Irpate. M.A. (Soc.), M.Phil, Ph.D. and Post Degree in Anthropology & Tribal Development. Nagpur University, Nagpur, Maharashtra (INDIA). A study is in the field of Tribal development Gondwana University, Gadchiroli Maharashtra State, India. E Mail : registrar.gondwanauniversity@gmail.com

