

A Study of Job Satisfaction of Working Women in Reference to their Familial Problems

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Abstract

Job satisfaction is the primitive source for employees. It is the derived aspects that have an impact on the employees' performance and output. While compare to non-government working Women, Government working women are highly attributing the outcome of job satisfaction. The nature and the sources of job satisfaction are also influenced by the category of Familial Problems. Job nature, type of job along with women's gender and personal profile.

The Job-life balance is the term used to describe practices in achieving a balance between professional work and familial work lives. The demands and pressures of work make difficult to stretch time for balancing work-life activities. In this background the present study was undertaken to determine the Job-life balance of working women. The sample consists of 200 women working in Government and 200 women working in Non-government Organization, Uttar Pradesh Moradabad. The data was collected from respondent through Standardized and Self Constructed Rating Scale. After analysing the data, results show that there is Job-familial conflict and lack of organizational satisfaction among working women. It is evidence that working women have worries about the job and also getting tired due to work. The result revealed that working women are unable to spend quality time for their personal and family life.

Keywords: Working women, Job Satisfaction, Familial Problems, Job-Life balance

Introduction: In order to understand and evaluate the level, perceptions, feelings etc. of any civilization, it is necessary to know the status of women. If the level of women in the society is high, they have different rights, respect and prestige in the society, they have commendable achievements in various fields, and then the level of that society and culture will be superior. Female education is a concept that essentially connects women and education. One form of this is related to the inclusion of women in education as men. In ancient times, there has been a system of education for women. But they did not get the same opportunities as men. Then earlier men ruled the women. They kept the women untouched by the veneration of Saraswati for thousands of years, keeping it covered with ignorance. Since then, women have been stuck in the chains of helplessness, waiting for their education. Today's women is different in the ancient women in the sense that she neither sits anxiously waiting for a man who is not raising ration, water, nor narrows the needs of her and family in order to live with the sheer amount earned by her. She herself has jumped into the field of earning money to support the man's bent shoulders and tired steps. If the father or the husband is not in working condition unfortunately, then the

women forgetting herself, has started taking care of the father or husband's role. In the modern world, the role and place of women goes much beyond the home. They now have to adopt a career of their own and share equality with men, the responsibility for the development of society in all its aspects.

Review of Related Literature

It develops her insight into the problem and saves him from unnecessary trial and error. With this aim a number of books, journals, bulletins, yearbooks, theses and internet resources were consulted in the libraries of various universities and colleges. Some reviews are as follows: -

Gupta, S.P. (2006) conducted his study on entitled “A Study of Job Satisfaction at three levels of teaching” on various objectives and compare primary, secondary and college teachers in job satisfaction and various other psychological variables, found that job satisfaction on teachers working at three level of teaching differs significantly from one another at 0.01 level of significance. Primary teachers are significantly less satisfied in comparison of secondary and college teachers at 0.01 level of significance but secondary teacher do not differ from college teacher in terms of their job satisfaction at either level of significance further Researcher also found that psychological variables “Need of Aggression”, has been found to be negatively but significantly correlated with the job satisfaction of secondary teacher.

Nadeem, S., Mohammadi (2009), investigated “The Impact of work life conflict on job satisfaction of employees in Pakistan study”. The main aim was to explore the relationship between work life conflict and job satisfaction in Pakistan. The sample was comprised of 157 employees from different private and public organization of Pakistan. Based on the result of the research, it was concluded that there is no effect on the satisfaction of work of employees in Pakistan. Employees get more satisfaction by working with more freedom in the job.

Sophia, J. Ali (2011) conducted a study on entitled ‘Challenges facing women employees in career development: A focus on Kapsabet Municipality, Kenya’ indications the challenges fronting women in career development. She found that maximum of the women staffs were disappointed with career development programmers and women were differentiated in profession progress chances. Suggestion of this study that organizations should endeavour to guarantee that profession progress platforms are set to boost profession development amongst women staffs. Uppermost administration should also be committed to the profession progress of women, and organizations should also announce favourable accomplishment to instantly address profession progress of women.

M.P.L.R., Marasinghe and Anusha ,Wijayarathne(2018), have conducted a study on ‘The Impact of Gender Differences on Job Satisfaction of University Library Professionals’ surveyed the consequence of gender on job contentment among university library professional staff. Survey method was adopted for the study. Objective of the study was to measure the effect of gender differences on the extent of job satisfaction among the professional staff of the university libraries in Sri Lanka. Five parameters were considered. They were work, co-workers, compensation, promotion and supervision. The sample consisted of 125 library

professionals of 15 universities in Sri Lanka. The data were collected through questionnaire. The mean of job satisfaction of all aspects was higher of Females. The results indicated that there's a big difference of job satisfaction between male and feminine university library professionals only within the "supervision" consideration. The findings of the study will be helpful for librarians and administrators to develop an inspired and fruitful workforce for organizational achievement.

R. Rangarajan (2018) conducted on 'A Study on Work Life Balance of Working Women-With Special Reference to Chennai City', on various objectives. Descriptive and analytical research method was used. The Primary data were collected from two hundred twenty-seven working women of Chennai city through Questionnaire. The sample was selected by convenient sampling method. The secondary data were collected from various sources like journals, Magazines, Newspapers etc. The collected data were analysed through simple percentage and Anova with the help of SPSS. The results revealed on the basis of several factors related to personal life satisfaction, work load, work satisfaction, and salary package found that statistically significant at 0.05 levels of significance. Concluded that there is working women faced several problems not only at their home but also at work place due to several factors.

Atay, Erha, Bayraktaroglu, Serkan, and Tanriverdi, Gulfem. (2020) have conducted a study on 'The Relationship of Work-Life Conflict and Organizational Voice in Higher Education Sector: A Case Study in Turkey'. The purpose of research study was to investigate the relationships between work-life conflict (WLB) and organizational voice in the higher education sector. The study surveyed a population of academicians and administrative staff of two private universities in Istanbul, Turkey. The study found that there is a positive relationship between life-work conflict and work-life conflict. The work-life conflict also affects organizational voice negatively. The results of this study revealed that when staffs have conflict in their work and life affairs, they prefer to be silent moderately than speak up openly about organizational strategies. This study also explores the importance of the work-life conflict in respects to remaining silent as a means of creating productive place of work. This study is an endeavour to contribute to the arguments on the condition about how people can remain silent or speak up in the place of work when they are not able to attain balance work and living domains. This study was investigating the relationship between work-life conflict and organizational voice as apparent by the employees from the higher education sector.

Need and Significance of the Study

In the present study, Job Satisfaction of working women will be studied in reference to their different familial problems and also the suggestions will be implicated in order to remove the barriers and issues. As a result, working women will get job satisfaction. This study will be done in the employee's different government and non-government organization. Moradabad is an industrial district where in different familial problems related to job and families are on the increase day by day. This research study is completely different from the work done before. This study will show new direction to the government in order to make new policies and will also provide suggestion for removing barriers and issues in relation to job satisfaction of working women.

Statement of The Problem

The researcher has designed the present study under the topic given below-

‘A Study of Job Satisfaction of Working Women in Reference to Their Familial Problems’

Operational Definitions

Working Women: - Working women means women, who earn salary, wage or any other income through permanent rolls in government and non-government organization.

Job Satisfaction: - Job satisfaction has been distinct in many dissimilar ways. Job satisfaction is the level of contentment employ as feel about their work, which can affect performance if an employee meets their basic physiological needs, safety needs can manifest itself through employees feeling physically safe in their work environment as well as Job Security and policies when this is satisfied employees can focus on feelings thought they belong to the work place.

Familial Problem:- Familial problem mean when all family-member does not cooperate to each other lack of money and affection, love and cooperation between the family members because a complete family means mother- father, Sister- Brother and Husband- Wife cooperate to each other in any situations. Other families are much more than groups of people who share the same genes or the same address. Familial problem is a mutual problem among women working in both Government and Non-Government organizations or in rural and urban areas. Familial problems depend on various factors such as education level of family members, type of family; Joint or Nuclear, number of bread winners in the family and mutual understanding among family members. Conflicts to listening to each other and working to resolve conflicts are important in strengthening the family.

Objectives of the Study

- To study the job satisfaction, familial problems of women working in government and non-government Organization.
- To Compare the mean score of job satisfaction, familial problems of women working in government organization in rural and urban area.
- To Compare the mean score of the job satisfaction, familial problems of women working in non-government organizations in rural and urban area.

Hypotheses of the Study

H1: There is significant difference between women working in government and non-government organizations in reference to their job satisfaction and familial problems.

H2: There is significant difference between women working in government organizations in rural and urban area in reference to their job satisfaction and familial problems.

H3 : There is significant difference between women working in non-government organizations in rural and urban area in reference to their job satisfaction and familial problems.

Delimitations of The Study

For each and every research there are certain objective and limitations on the basis of which it is completed. Therefore, for the purpose of research keeping in view the time and available resources limitation is quite important in order to conclude the research, the present study will be limited of to the following: -

- For this research working women from government and non-government organization of Moradabad district will be selected.
- For this research working women will be classified on different basis.
- For this research sample of working women will be 400 only. This is done because it was not possible for the researcher to have a large sample because of limited resources, time, economy and potentialities available to her. Hence the obtained results of the study might not be similar if the sample size might be somewhat large.
- In this research only educated women will be selected for the sample. Uneducated female workers have not been included in the sample because interrelations between job satisfaction, problems and anxiety of educated working women are likely to differ widely from uneducated female workers. Hence the two categories of working women need separate research.
- For this research only those working women were included in the sample who were on permanent rolls.

Population

The Population of this research is working women of District Moradabad from government and non-government organizations.

Sample

On the basis of '**Stratified Random Sampling**' only 400 working women were identified from government and non-government organizations.

Research Method

The method adopted in the present study was the "Descriptive Survey Method".

Tools of The Study

The following tools were utilized to collect the data for the study-

- Job satisfaction Scale (Hindi version by Kishore Oza and Udham Singh)
- Family Problem Measurement Scale (Self Constructed by Dr. Anshu Sareen and Naheed Bi)

Research Procedure of the present study

The research in the field of social sciences is classified under various different categories like historical research, normative research and experimental research etc. whereas the present study is **descriptive and explorative** in nature and for conducting this research study, researcher adopted “**Normative Survey Method**”.

Further, this Study has been completed in following phases:

- **Phase 1** In this phase Researcher prepared the tools to measure the familial problems of working women in government and non-government organizations.
- **Phase 2** In this second phase Job satisfaction scale, Problems measurement scale were administered on the working women in both government and non-government organization and subsequently data has been collected.
- **Phase 3** In the last phase just after the collection of data, researcher analyzed the data statistically, interpreted the results and generalized the findings.

Sample and Sampling Technique: -

A sample is the subset of the population, which would represent the entire population. In this present study sample is consist of 400 working women of government and non-government organizations located in rural and urban areas of Moradabad district of Uttar Pradesh. Further, sample have been collected with the help of “Multistage stratified random sampling” under the following three stages-

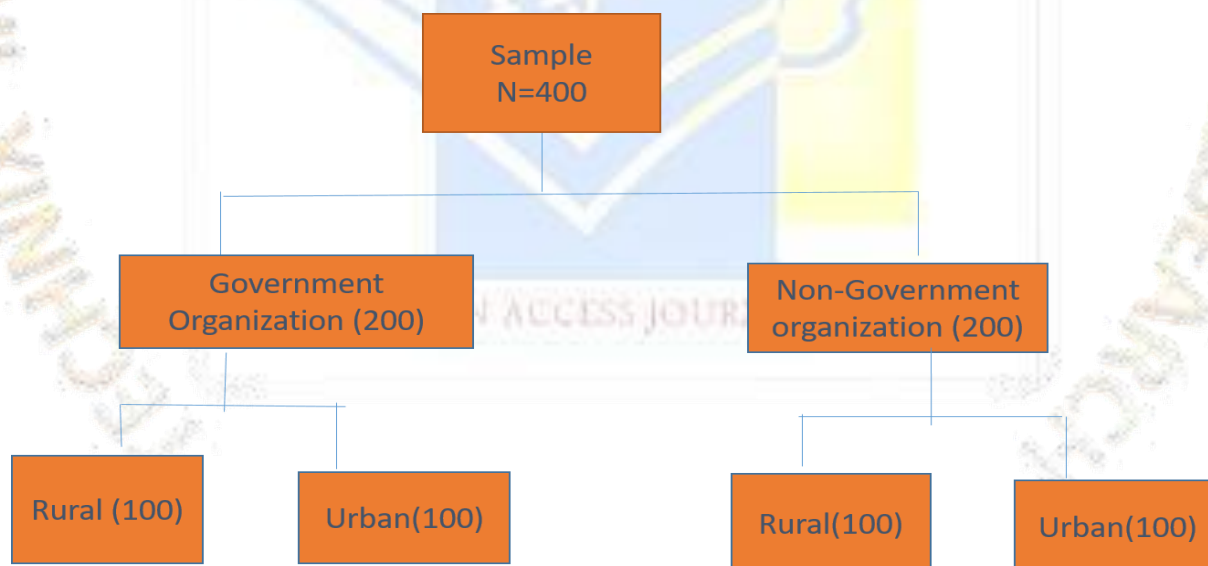


Figure 3.1 Sample Distribution

First Stage: Blocks selection

Under the first stage of block selection, 4 blocks have been selected out of 8 blocks of Moradabad district via randomly through lottery methods.

Table 3.1

List of Blocks in Moradabad District

S.N.	Block of Moradabad Districts
1	Moradabad
2	Munda Pande
3	Dilari
4	Thakurdwara
5	Bhagatpur Tanda
6	Bilari
7	Kundarki
8	Chhajlet

Table 3.2

List of Randomly Selected Blocks from Moradabad District

S.N.	Block of Moradabad Districts
1	Moradabad
2	Kundarki
3	Thakurdwara
4	Bhagatpur Tanda

Second Stage: Selection organizations from the selected blocks

Post after selecting 4 blocks out of 8 blocks, next stage is to select organizations (Government and Non-government) from these blocks, as these blocks working as a sampling units and selected organizations as a representative sample for the study. Proportionally from the total population, 40 Government and 40 Non-government organizations have been selected with the help of random sampling.

Table 3.3

Number of Selected Organizations

Selected Blocks	Government Organization	Non-government organization
Moradabad	15	13
Kundarki	10	10
Thakurdwara	10	12
Bhagatpur Tanda	5	5
Total	40	40

Third Stage: Selection of representative sample of working women

In this stage working women have been sampled from the selected organizations as per the requirement through random sampling technique under the different strata of organization (Government and Non-government) and areas (Rural and Urban). All the women have been selected from different organizations.

Table 3.4

Distribution of Women Selected as Sample from Selected organizations of Moradabad Block

Government Organization		Non-government organization		Total
50		50		100
Rural	Urban	Rural	Urban	
25	25	25	25	100

Table-3.5

Distribution of Women Selected as Sample from Selected organizations of Kundarki Block

Government Organization		Non-government organization		Total
50		50		100
Rural	Urban	Rural	Urban	
25	25	25	25	100

Table-3.6

Distribution of Women Selected as Sample from Selected organizations of Thakurdwara Block

Government Organization		Non-government organization		Total
50		50		100
Rural	Urban	Rural	Urban	
25	25	25	25	100

Table-3.7

Distribution of Women Selected as Sample from Selected organizations of Bhagatpur Tanda Block

Government Organization		Non-government organization		Total
50		50		100
Rural	Urban	Rural	Urban	
25	25	25	25	100

Variables:

There are two variables used in this research;

1. Job satisfaction
2. Familial Problem

Tools and Techniques used in this Research Study

For the collection of data, selection of appropriate tools and technique is a most important and cognitive task to perform. Therefore, while selecting any tool or technique research questions, objectives, hypotheses, sample and variables of the study are kept in mind repetitively and consciously. Further, how to use these tools and techniques is also equally important. Moreover, Researcher did explore varieties of tools and techniques as per suitability of study and then selected following most appropriate tools to measure job satisfaction, appropriate tools to measure job satisfaction and familial Problems of working women in government and non-government organizations.

- 1-Job satisfaction scale
- 2-Familial Problem Measurement scale

Job satisfaction Scale

Job satisfaction was one of the variable which was measured in this research in order to measurement of job satisfaction of the working women in Government and non-government organizations. For measuring job satisfaction, the standardized tool of Dr. kishor oza and Dr. Udham Singh “Job satisfaction Scale” has been used. This tool consists of 30 items based on the following 2 factors of Job satisfaction as a whole:

1. Intrinsic factors; Items belong to intrinsic factors indicates the inside characteristics for human being which are responsible for job satisfaction.

2. Extrinsic Factors; Items belong to extrinsic factors indicate the external factors which are responsible for job satisfaction.

Table 3.8

Intrinsic and Extrinsic factors

S.No	Factors	Item numbers
1.	Intrinsic factors	1, 2, 4, 5, 6, 8, 10, 11, 17, 26
2.	Extrinsic factors	3, 7, 9, 12, 13, 14, 15, 16, 18, 19, 20, 21,22, 23, 24, 25, 27, 28, 29, 30

Further, detailed description of this tool is following;

Reliability of the job satisfaction scale

Reliability of the scale was tested by two different methods one was test and retest method and second was split half method and results are presented in table 3.9

Table 3.9

Reliability coefficient of Job satisfaction scale

S. No.	Methods used	Reliability coefficient
1.	Test and retest method	0.936
2.	Split half method	0.837

Validity of the Job satisfaction scale;

Concurrent validity method was used to check the validity of job satisfaction scale with the help of two different external measurement of job satisfaction that are scale Singh (1995) and Sharma and Singh (1999) were 0.639 and 0.733 respectively.

Scoring of the Job satisfaction scale;

Job satisfaction scale contain 30 items and all are in positive in nature, each statement has five alternatives namely; strongly satisfied, satisfied, undecided, dissatisfied and strongly dissatisfied. Each statement has weightage of 4, 3, 2, 1, 0 respectively and ranges of scoring could be 0-120

Familial Problem Measurement Scale:

After the face and content validity it is concluded that all 12 statements of Problem measurement scale. As an outcome of particular research, a “**Familial Problem measurement Scale**” has been constructed to measure the familial problems of the women working in Government and Non-government organizations, which are located in rural and urban areas because there is no such standardized Scale available to measure the problems of working women. Further, five-point Likert scale had been constructed for both type of items i.e., positive and negative and every statement having five alternative answer which are as follows I) Strongly agree, ii) Agree, iii) Do not know, iv) Disagree, v) Strongly disagree. For taking responses over the positive items as Strongly agree, Agree, do not know, Disagree and Strongly disagree then scores are 4,3,2,1,0 for given respectively and whereas in case of negative items, scores were 0,1,2,3,4 was Strongly agree, Agree, Do not know, Disagree and Strongly disagree respectively.

Table 4.1

Mean, S.D.,C.R. and p-value of women working in Government and Non-Government organizations in reference to their Job Satisfaction

Variable	Group	N	Mean	S.D.	Mean Difference	C.R.	p-value	Remark
Job satisfaction	Government Organization	200	110.70	6.613	60.550	88.271	0.000**	Significant at 0.01 level
	Non-Government Organization	200	50.15	7.098				

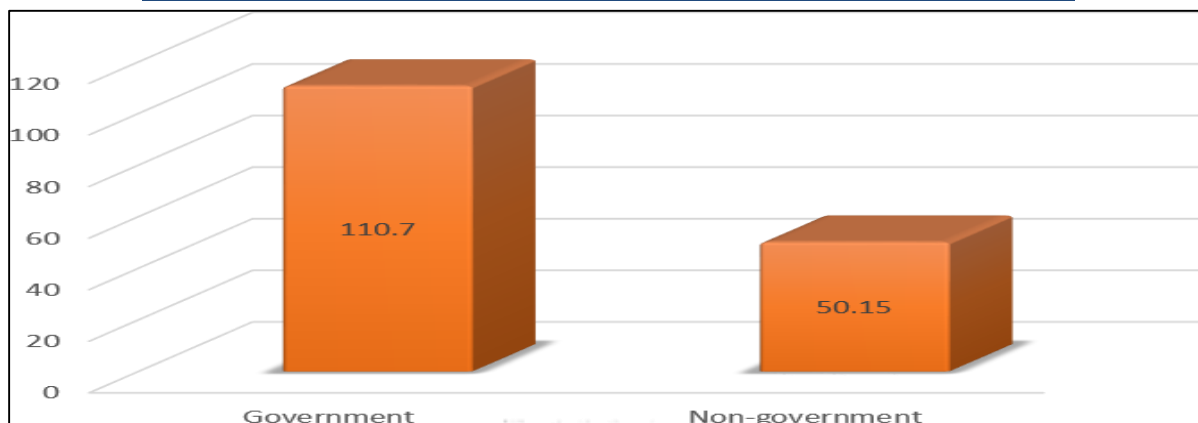


Figure 4.1. Mean difference of working women in Government and non-government organizations in reference to their Job satisfaction

From table 4.1 It was observed that the mean 110.70 (6.613), 50.15 (7.098) respectively for women working in government and non-government organizations in reference to their job satisfaction. It indicates that there is significant difference in reference to job satisfaction of women working in government and non-government organization.

Researcher also calculated C.R. value as well as p- value to see the significant difference scientifically between the both groups. The values were 88.271 and 0.000 respectively for C.R. and p- value. The C.R. value as well as p-values were found significant ($p=0.000 < 0.01$) at 0.01 level of significance so, it is clear that women working in government and non-government organizations have the different level of job satisfaction there is significant difference.

Hence our hypothesis H1 “There is significant difference between women working in government and non-government organizations in reference to their familial problems and Job satisfaction” in reference to job satisfaction was accepted and corresponding objective “To study the familial problems and Job satisfaction of women working in government and non-government organization” in reference to job satisfaction was achieved.

Table 4.2

Mean, S.D., t-ratio and p-value of Women Working in Government and Non- Government Organizations in reference to their Familial Problems

Variable	Group	N	Mean	S.D	Mean Difference	C.R.	p-value	Remark
Familial Problem	Government Organization	200	10.60	4.328	9.950	18.593	0.000**	Significant at 0.01 Level
	Non-Government Organization	200	20.55	6.208				

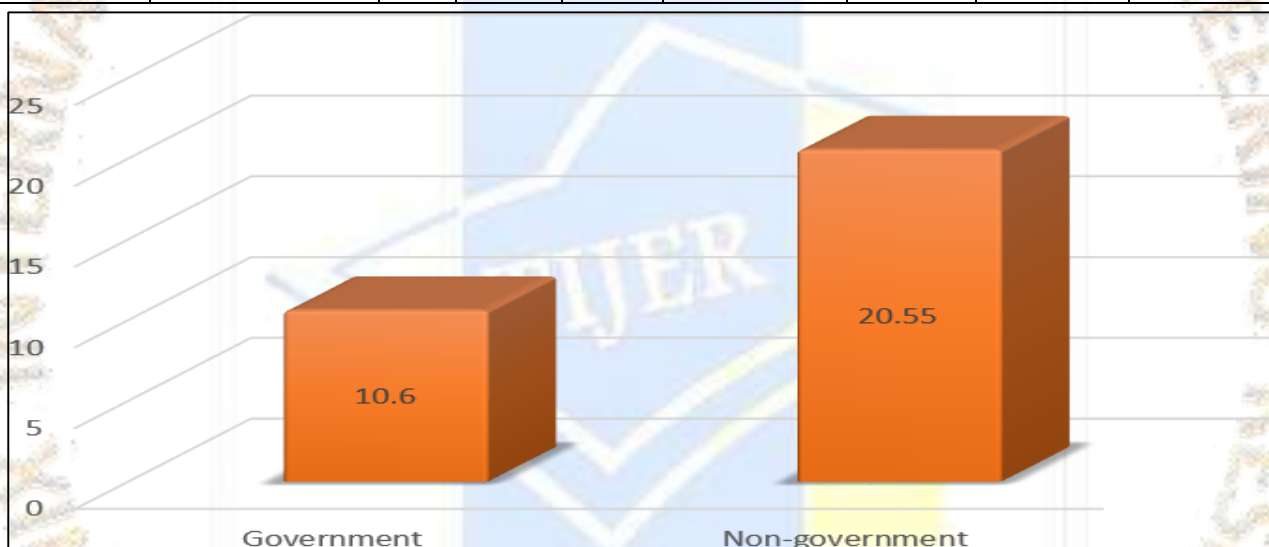


Figure 4.2 Mean differences of Women Working in Government and Non- Government Organizations in reference to their Familial Problems.

From table 4.2 It was observed that the mean 10.60(4.328), 20.55 (6.208) respectively for women working in government and non-government organizations in reference to their familial problems. It indicates that there is difference in reference to familial problems of government and non- government’s working women. Researcher also calculated t-value as well as p- value to see the significant difference scientifically between the both groups. The value was 18.593 and 0.000 respectively for t – ratio and p- value. The t- value as well as p-values were found significant ($p=0.000<0.01$) at 0.01 level of significance so, it is clear that women working in government and non-government organizations have the different level of familial problems there is significant difference.

Hence our hypothesis H1 “There is significant difference between women working in government and non-government organizations in reference to their Job satisfaction, familial problems, Social problems, Economic problems, official problems and level of anxiety” in reference to familial problems was accepted and corresponding objective “To study the Job satisfaction, familial problems, social problems, economic problems, official problems and level of anxiety of women working in government and non-government organization” in reference to familial problems was achieved.

Table 4.3

Mean, S.D., C.R. and p-value of women working in Government organizations in rural and urban area in reference to their Job Satisfaction

Variable	Group	Sub-Group	N	Mean	S.D	Mean Difference	C.R.	p-value	Remark
Job Satisfaction	Government	Rural	100	105.10	3.904	11.200	22.60	0.000	Sig. at 0.01 level
		Urban	100	116.30	2.050				

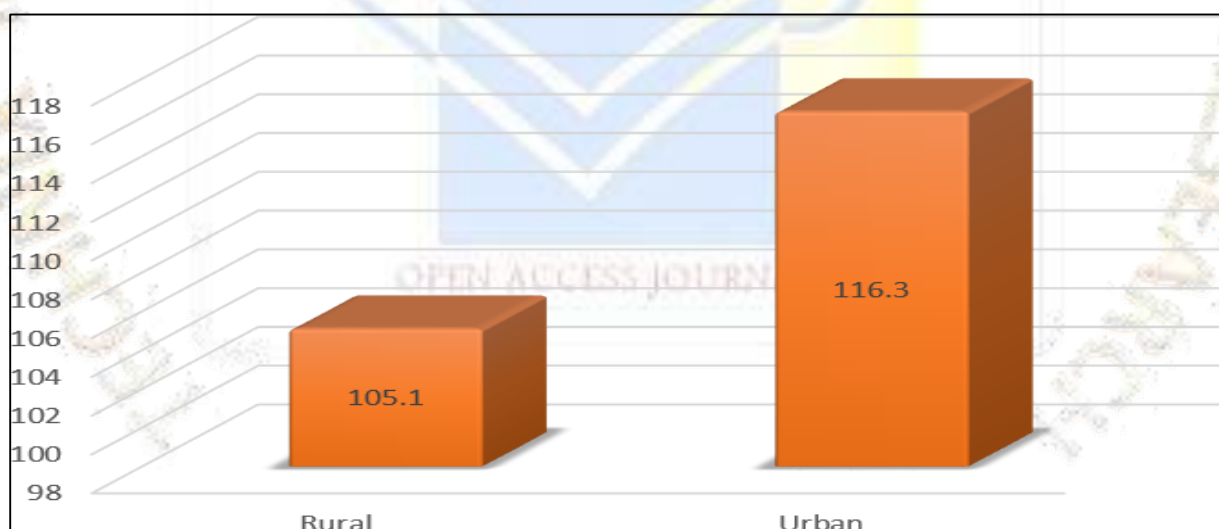


Figure 4.3. Mean difference of working women in Government organizations in Rural and Urban area with reference to their Job satisfaction

From table 4.3 It was observed that the mean 105.10 (3.904), 116.30 (3.050) respectively for rural and urban women working in government organizations with reference to their Job satisfaction. It indicates that there is significant difference in reference to Job satisfaction of government working women in rural and urban area. Researcher also calculated C.R. as well as p-value to see the significant difference scientifically between the

both groups. The values were 22.606 and 0.000 respectively for C.R. and p-value. The C.R. as well as p-values were found significant ($p=0.000<0.01$) at 0.01 level of significance so, it is clear that women working in government organizations in rural and urban area have the different level of Job satisfaction there is significant difference.

Hence our hypothesis H2 “There is significant difference between women working in government organizations in rural and urban area with reference to their familial problems with reference to Job satisfaction was accepted and corresponding objective “To Compare the mean score of job satisfaction, of women working in government organization in rural and urban area” with reference to Job satisfaction was achieved.

Table 4.4

Mean, S.D., C.R. and p-value of women working in Government organizations in rural and urban area in reference to their Familial Problem

Variable	Group	Sub-group	N	Mean	S.D	Mean Difference	C.R.	p-value	Remark
Familial Problem	Government	Rural	100	14.10	3.129	7.000	19.48	0.000**	Sig. at 0.01 Level
		Urban	100	07.10	3.243				

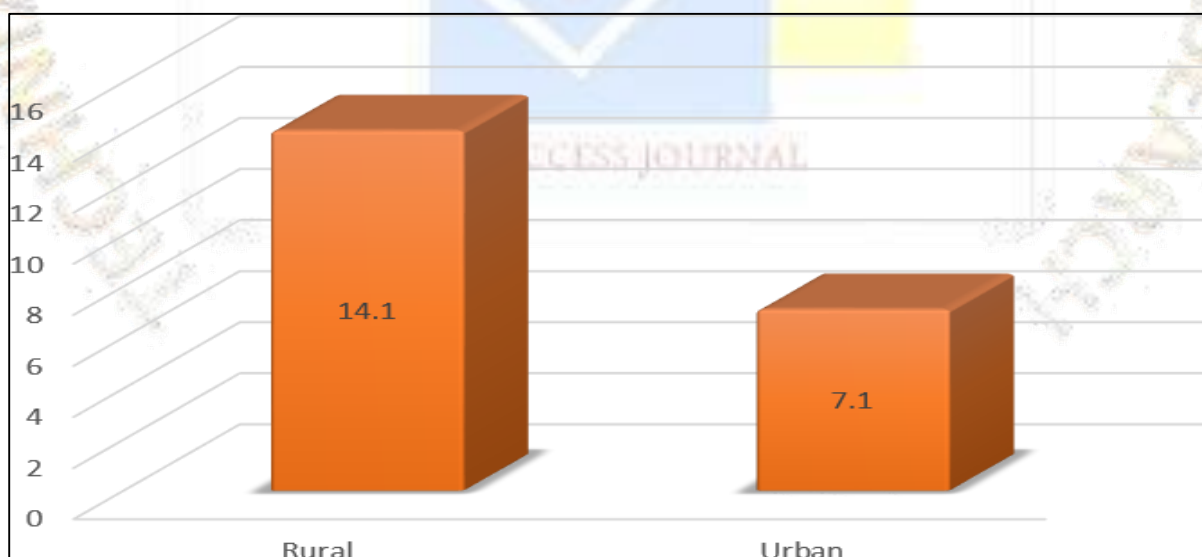


Figure 4.4. Mean difference of working women of Government organizations in Rural and Urban in reference to their familial problems

From table 4.4 It was observed that the mean 14.10 (3.129), 07.10 (1.767) respectively for rural and urban women working in government organizations with reference to their familial problems. It indicates that there is significant difference in reference to familial problems of government working women in rural and urban area. Researcher also calculated C.R. as well as p- value to see the significant difference scientifically between the both groups. The values were 19.483 and 0.000 respectively for C.R. and p- value. The C.R. value as well as p-values were found significant ($p=0.000<0.01$) at 0.01 level of significance so, it is clear that women working in government organizations in rural and urban area have the different level of familial problems there is significant difference.

Hence our hypothesis H2 “There is significant difference between women working in government organizations in rural and urban area with reference to their familial problems and Job satisfaction” with reference to familial problems was accepted and corresponding objective “To Compare the mean score of, familial problems of women working in government organization in rural and urban area” with reference to familial problems was achieved.

Table 4.5

Mean, S.D., t-ratio and p-value of Women Working in Non-Government Organizations in Rural and Urban area in reference to their Job Satisfaction

Variable	Group	Sub-Group	N	Mean	S.D	Mean Difference	C.R.	p-value	Remark
Job Satisfaction	Non-Government	Rural	100	43.70	2.880	12.900	31.08	0.000	Sig. at 0.01 level
		Urban	100	56.60	2.988				

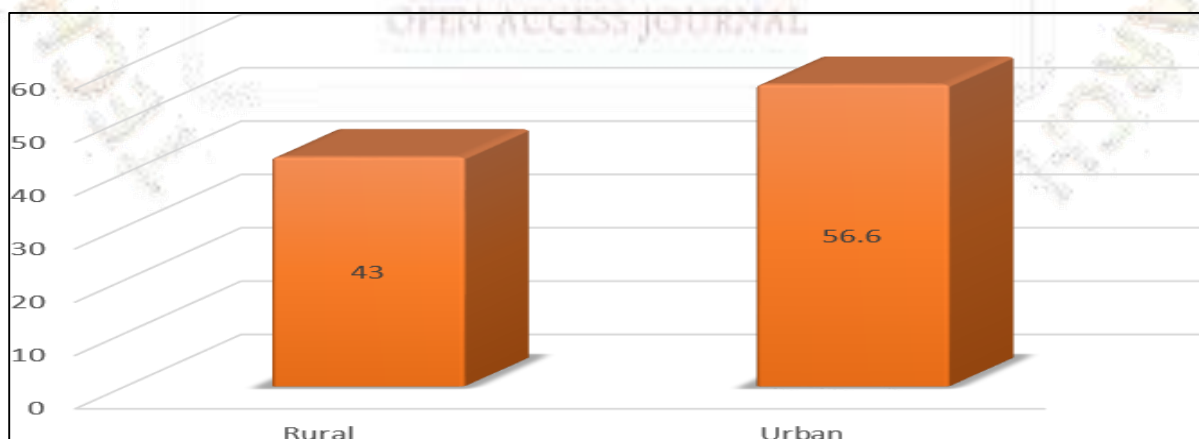


Figure 4.5 Mean difference of Women Working in Non-Government Organizations in Rural and Urban area in reference to their Job Satisfaction

From table 4.5 It was observed that the mean 43.70 (2.880), 56.60 (2.988) respectively for rural and urban women working in non-government organizations in reference to their Job satisfaction. It indicates that there is significant difference in reference to Job satisfaction of non- government women working in rural and urban area. Researcher also calculated t-value as well as p-value to see the significant difference scientifically between the both groups. The values were 31.08 and 0.000 respectively for t-ratio and p-value. The C.R. value as well as p-values were found significant ($p=0.000 < 0.01$) at 0.01 level of significance so, it is clear that women working in non-government organizations in rural and urban area have the different level of job satisfaction there is significant difference.

Hence our hypothesis **H3** “There is significant difference between women working in non-government organizations in rural and urban area in reference to their job satisfaction, familial problems in reference to job satisfaction was accepted and corresponding objective “To Compare the mean score of job satisfaction, familial problems of women working in non-government organization in rural and urban area” in reference to job satisfaction was achieved.

Table 4.6

Mean, S.D., C.R. and p-value of women working in non-government organizations in rural and urban area in reference to their Familial Problems

Variable	Group	Sub-Group	N	Mean	S.D	Mean Difference	C.R. Value	p-value	Remark
Familial Problem	Non-Government	Rural	100	25.90	3.096	10.700	24.14	0.000	Sig. at 0.01 level
		Urban	100	15.20	3.172				

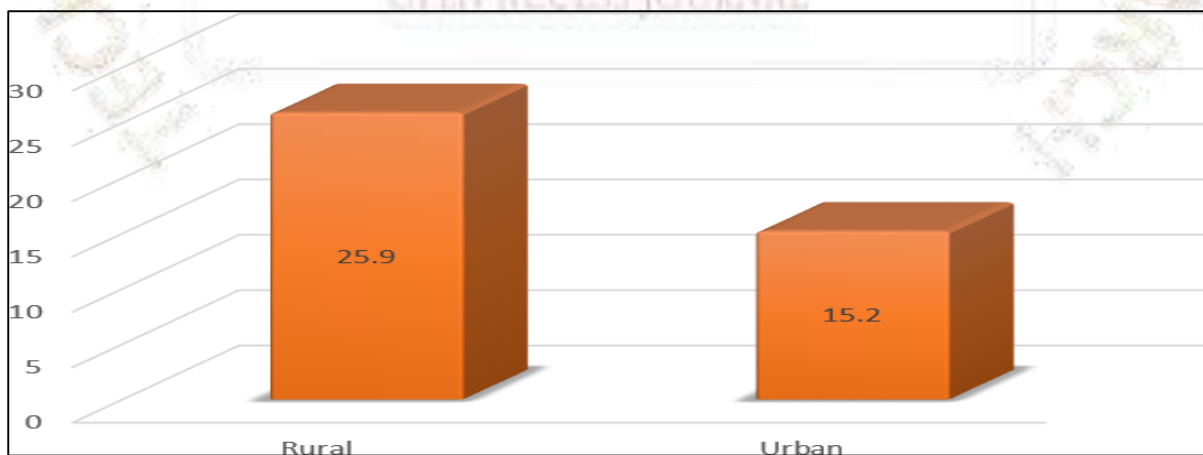


Figure 4.6. Mean difference of working women in non-government organizations in Rural and Urban area with reference to their familial problems

From table 4.6 It was observed that the mean 25.90 (3.096), 15.20 (3.172) respectively for rural and urban women working in non-government organizations with reference to their familial problems. It indicates that there is significant difference in reference to familial problems of non- government working women in rural and urban area. Researcher also calculated C.R. as well as p-value to see the significant difference scientifically between the both groups. The values were 24.140 and 0.000 respectively for C.R. and p- value. The C.R. as well as p-values were found Significant ($p=0.000<0.01$) at 0.01 level of significance so, it is clear that women working in non-government organizations in rural and urban area have the different level of familial problems there is significant difference.

Hence our hypothesis **H3** “There is significant difference between women working in non- government organizations in rural and urban area with reference to their familial problems and Job satisfaction” with reference to familial problems was accepted and corresponding objective “To Compare the mean score of familial problems of women working in non-government organization in rural and urban area” with reference to familial problems was achieved.

Major Findings: -

Job satisfaction, Familial problems of women, working in government and non-government Organizations;

- It was observed that mean score of working women in government organizations was quite high in comparison to the mean score of working women in non-government organizations in reference to their job satisfaction and mean difference was significant therefore it is concluded that women working in government organizations are more satisfied in comparison to women working in non-government organizations.
- It was found that mean score of working women in government organizations was less in comparison to the mean score of working women in non-government organizations in reference to their familial problems and mean difference was significant therefore it is concluded that women working in government organizations have less familial problems in comparison to women working in non-government organizations.

Job satisfaction and Familial Problems of women, working in rural and urban areas of government organizations;

- It was found that mean score of women, working in rural areas was less in comparison to women working in urban areas of government organizations in reference to their job satisfaction and mean difference was significant therefore it is concluded that women working in rural areas are less satisfied with their job as compare to women working in urban areas of government organizations.
- It was found that mean score of women, working in rural areas was more in comparison to women working in urban areas of government organizations in reference to their familial problems and mean difference was significant therefore it is concluded that women working in rural areas have more familial problems in comparison to women working in urban areas of government organizations.

Job satisfaction and Familial Problems of women, working in rural and urban areas of non-government organizations;

- It was found that mean score of women, working in rural areas was less in comparison to women working in urban areas of non-government organizations in reference to their job satisfaction and mean difference was significant therefore it is concluded that women working in rural areas are less satisfied with their job as compare to women working in urban areas of non-government organizations.
- It was found that mean score of women, working in rural areas was more in comparison to women working in urban areas of non-government organizations in reference to their familial problems and mean difference was significant therefore it is concluded that women working in rural areas have more familial problems in comparison to women working in urban areas of non-government organizations.

Findings and Discussion

Present section has discussed the major findings of this study on the basis of studied variables; Job satisfaction, Familial problems of women working in government and non-government organizations.

Job satisfaction and Familial problems of women, working in government and non-government Organizations

- Results revealed that women working in government organizations are more satisfied than women working in non-government organizations because government organizations offer good salary, job security, peaks and bonuses, retirement life benefits, medical benefits, fixed working hours, decent number of holidays and balance work life, that would ensure the satisfactory life.
- Findings revealed that women working in government organizations have less familial problems than women working in non-government organizations because government organizations offer good salary, job security, peaks and bonuses, retirement life benefits, medical benefits, fixed working hours, decent number of holidays and balance work life that would ensure balanced and healthy familial life.

Job satisfaction and Familial problems of women, working in rural and urban areas of government organizations

- Results revealed that, women working in rural areas are less satisfied than women working in urban areas of government organizations because in urban areas having better amenities, independent and nuclear families, healthy life styles, positive working atmosphere and technology friendly surroundings, better financial planning, more investment opportunities etc. these all would ensure happy and satisfactory life.
- Findings revealed that, women working in rural areas have more familial problems than women working in urban areas of government organizations because in urban areas having better amenities, independent and nuclear families, healthy life styles, positive working atmosphere and technology friendly surroundings etc. these all would ensure happy familiar life.

Job satisfaction and Familial problems of women, working in rural and urban areas of non-government organizations

- Findings revealed that, women working in rural areas are less satisfied than women working in urban areas of non-government organizations because in urban areas having better amenities, independent and nuclear families, healthy life styles, positive working atmosphere and technology friendly surroundings, better financial planning, more investment opportunities etc. these all would ensure healthy and satisfactory life.
- Results revealed that, women working in rural areas have more familial problems than women working in urban areas of non-government organizations because in urban areas having better amenities, independent and nuclear families, healthy life styles, positive working atmosphere and technology friendly surroundings, better financial planning, more investment opportunities etc. these all would ensure healthy familial life.

Educational Implication and Recommendations

Job satisfaction and problems of women, working in Government and Non-government Organizations

- Women working in non-government organizations have less job satisfaction in comparison to women working in government organizations therefore it is recommended that non-government organizations should provide good salary, job security, peaks and bonuses, retirement life benefits, medical benefits, fixed working hours, decent number of holidays and balance work life and ensure satisfaction of women.
- Women working in non-government organizations have more familial problems in comparison to women working in government organizations therefore it is recommended that non-government organizations should provide good salary, job security, peaks and bonuses, retirement life benefits, medical benefits, fixed working hours, decent number of holidays and balance work life and ensure balanced and healthy familial life.

Job satisfaction and problems of women, working in rural and urban areas of Government Organizations

- Women working in rural areas are less satisfied in comparison to women working in urban areas of government organizations therefore it is recommended that government organizations should provide similar kind of working atmosphere, salaries, growth opportunities and job satisfaction in both rural and urban areas.
- Women working in rural areas have more familial problems in comparison to women working in urban areas of government organizations therefore it is recommended that government organizations should provide better educational facilities to the kids of women, healthy working atmosphere and various other facilities to women working in rural areas. Moreover, working women should also be recommended to maintain their familial life healthy and happily.

Job satisfaction and problems of women, working in rural and urban areas of non-government organizations

- Women working in rural areas are less satisfied in comparison to women working in urban areas of non-government organizations therefore it is recommended that non-government organizations should provide

similar kind of working atmosphere, salaries, growth opportunities and job satisfaction in both rural and urban areas.

- Women working in rural areas have more familial problems in comparison to women working in urban areas of non-government organizations therefore it is recommended that non-government organizations should provide better educational facilities to the kids of women, healthy working atmosphere and various other facilities to women working in rural areas. Moreover, working women should also be recommended to maintain their familial life healthy and happily.

Suggestions for the further studies

- This research is limited to find out the Job satisfaction and familial problems of working women in government and non-government organizations in Moradabad district of Uttar Pradesh. Further researches therefore, can be conducted on others districts of Uttar Pradesh.
- Present research is limited to women working in Government and non-government organizations whereas further researches can be conducted on women working in other organizations like NGO, welfare societies and trusts etc.
- This research work is limited to familial problems of working women, further researches therefore, can be conducted on other problems of working women like work life balance, unequal pay, harassment and career opportunities etc.
- In this study researcher developed tool is Problems Measurement Scale and further researches, therefore can use this tool for the measurement of problems of working women.
- This work is done on regular and permanent working women, further researches therefore, can be conducted on women working on part time basis, as a freelancer etc.
- This study is conducted on women working in government and non-government organization, further researches therefore can be conducted separately either on women working in government organizations or non-government organizations.
- Present research is conducted on working women in government and non-government organizations whereas further researches can be conducted on men working in government and non-government organizations.

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