



## Determinants of level of job satisfaction among single working women in Pollachi Taluk

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### Abstract

This study examines the level of job satisfaction among single working women and identifies the factors influencing their satisfaction. The research is based on primary data collected from 105 respondents in Pollachi Taluk using a structured questionnaire. Statistical tools such as simple percentage analysis and chi-square test were used for analysis. The findings reveal that most respondents experience a moderate level of job satisfaction. While several socio-economic variables show no significant relationship with job satisfaction, factors such as marital status, income, nature of employment, work location, and travel mode significantly influence satisfaction levels. The study suggests measures for improving workplace conditions and enhancing the well-being of single working women.

**Keywords:** Job satisfaction, single working women, socio-economic factors, work environment, chi-square analysis

### Introduction

Women play a vital role in the socio-economic development of a nation. In modern society, increasing numbers of women are entering the workforce and contributing significantly to various sectors. Among them, single working women—widowed, divorced, or separated—face unique challenges as they manage both personal and professional responsibilities independently.

Job satisfaction is a critical factor influencing their overall well-being and productivity. High job satisfaction leads to better performance, reduced stress, and improved work-life balance, whereas low satisfaction can result in dissatisfaction and inefficiency. Therefore, understanding the determinants of job satisfaction among single working women is essential for developing supportive workplace policies.

### Review of Literature

Several studies have examined the factors influencing job satisfaction among working women across different sectors and occupations. Asha Kumari (2025) <sup>[1]</sup> found that higher secondary school teachers were generally satisfied with their jobs, particularly with working conditions, salary, job security and colleague relationships, while dissatisfaction existed in areas such as promotional opportunities and decision-making freedom. The study also revealed a significant relationship between gender and job satisfaction, with male teachers reporting higher satisfaction levels. Similarly, Dr. Naheed Bi (2023) observed that women employed in government organizations experienced higher job satisfaction due to better salary, job security and work-life balance, whereas non-government employees faced greater stress and lower satisfaction. The study further highlighted that familial problems and work-life conflict negatively affected the overall satisfaction of working women. Salina Tabassum (2021) <sup>[3]</sup> reported that there was no significant difference in occupational stress and job satisfaction between government and private college

working women, although government employees showed slightly higher satisfaction because of job security and employment benefits. Dr. Goldy Gupta (2020) <sup>[4]</sup> also identified that government sector women employees enjoyed higher life satisfaction compared to private sector employees due to stable working conditions and reduced job insecurity. In the IT sector, Dr. S. Selvakumari (2018) <sup>[5]</sup> revealed that female IT professionals in Coimbatore District were generally satisfied with their jobs, with job security emerging as the most influential factor, while dissatisfaction was noticed in work-life balance policies. Likewise, M. Sravanthi (2017) <sup>[6]</sup> found that salary, promotion opportunities and supportive work environments positively influenced job satisfaction among women employees in IT companies, whereas work pressure and long working hours reduced their satisfaction levels.

### Objectives of the Study

The objectives of the study is as follows:

- To analyse the socio-economic profile of single working women
- To determine the level of job satisfaction among single working women

### Research Methodology

The study is based on the primary data collected through a structured questionnaire. Secondary data were gathered from journals and reports.

- **Sample Size:** 105 respondents
- **Sampling Method:** Purposive sampling
- **Study Area:** Pollachi Taluk
- **Tools Used:**
  - Simple Percentage Analysis
  - Chi-square Test

Job satisfaction was measured using a five-point scale, and a satisfaction index was calculated.

## Results and Discussion

### 1. Socio-Economic Profile of Single Working Women

**Table 1:** Socio-Economic Profile

Variable	Major Category	Percentage
Age	36-45 years	29.52%
Residence	Village	56.20%
Education	Postgraduate	25.72%
Marital Status	Widow	37.14%
Family Structure	With parents & kids	37.15%
Income	Above ₹40,000	32.39%
Employment	Private sector	78.10%
Work Location	Rural	52.39%
Working Hours	8 hours	48.57%

The above table shows that majority of the single working women in Pollachi taluk are in the age group ranging between 36-45 years, residing in village with the educational qualification of post-graduation, most of them are widow staying with the parents along with the kids with the income of Above Rs, 40,000 per month employed in a private sector organisation located in a rural area where they work for eight hours per day

### 2. Determinants of Level of Job Satisfaction Among Single Working Women Chi-square Analysis

**Table 2:** Determinants of Level of Job Satisfaction among Single Working Women – Chi-square Analysis

S.No	Variable	d.f	Calculated Value	Table Value (5%)	Table Value (1%)	Result	Inference
1	Age	6	9.421	12.592	16.812	Not Significant	No Association
2	Area of Residence	2	4.107	5.991	9.210	Not Significant	No Association
3	Educational Qualification	8	5.912	15.507	20.090	Not Significant	No Association
4	Marital Status	4	16.473	9.488	13.277	Highly Significant	Strong Association
5	Structure of Family	6	2.922	12.592	16.812	Not Significant	No Association
6	No. of Earning Members	4	3.157	9.488	13.277	Not Significant	No Association
7	No. of Non-Earning Members	4	5.713	9.488	13.277	Not Significant	No Association
8	Monthly Income	6	15.353	12.592	16.812	Significant (5%)	Association exists
9	Family Expenses	6	1.044	12.592	16.812	Not Significant	No Association
10	Nature of Employment	2	11.823	5.991	9.210	Highly Significant	Strong Association
11	Work Location	2	6.642	5.991	9.210	Significant (5%)	Association exists
12	Working Hours	6	10.548	12.592	16.812	Not Significant	No Association
13	Start of Work	4	14.055	9.488	13.277	Highly Significant	Strong Association
14	Distance to Workplace	6	14.345	12.592	16.812	Significant (5%)	Association exists
15	Mode of Travel	10	19.653	18.307	23.209	Significant (5%)	Association exists

### 3. Factors Influencing Job Satisfaction Significant Factors - Chi-square Results

- Marital Status
- Monthly Income
- Nature of Employment
- Work Location
- Start of Work
- Distance to Workplace
- Mode of Travel

#### Non-Significant Factors

- Age
- Area of Residence
- Educational Qualification
- Family Structure
- Number of Earning Members
- Family Expenses
- Working Hours

Personal and job-related factors have a stronger influence on satisfaction than demographic variables. The majority (66.66%) of respondents have a moderate level of job satisfaction, indicating scope for improvement in workplace conditions.

#### Findings

- Most respondents are moderately satisfied with their jobs
- Financial factors and employment type strongly influence satisfaction
- Government employees show higher satisfaction than private employees

- Shorter travel distance and personal transport improve satisfaction
- Widowed women show comparatively lower satisfaction levels

#### Suggestions

##### For Employees

- Improve work-life balance through time management
- Participate in stress-relief activities
- Upgrade skills regularly

##### For Employers

- Provide safe and supportive work environments
- Ensure fair wages and equal opportunities
- Offer flexible working hours

##### For Government

- Strengthen women safety policies
- Promote employment opportunities
- Enhance welfare schemes for single women

#### Conclusion

The study concludes that job satisfaction among single working women is influenced by both personal and professional factors. While most respondents experience moderate satisfaction, significant improvements can be made through better workplace policies, financial stability, and supportive environments. Enhancing job satisfaction will not only improve individual well-being but also contribute to organizational efficiency and national development.

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