

# Job Satisfaction Among Working Women in Faisalabad–Pakistan

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## ABSTRACT

This study was conducted to know the job situation among working women in Faisalabad. The results revealed that 62% of the respondents thought that their salary met their needs to some extent. As far as job satisfaction, 82% were satisfied with their jobs. However, 96% felt that they had job security. It was found that 2% were receiving their pay equal to that of males with the same qualification and job; 96% were enjoying the same facilities to that of males with the same qualifications and job. Majority of the respondents (88%) were of the view that women are at par with men for promotion. Moreover, 70% respondents had certain goals before they joined this profession.

**Key Words:** Job satisfaction; Working women; Faisalabad

## INTRODUCTION

Men and women are two pillars of a society. A society cannot progress where one of them is inactive in the sense that he/she is not participating in all spheres of life. As far as the capabilities of women are concerned, they are no less than men. However, the level of job satisfaction varies from individual to individual. Fatima (1967) while studying job satisfaction among nurses concluded that fulfillment of needs was directly related with the job satisfaction. Ali (1969) reported a positive correlation between esteem satisfaction and job satisfaction. Female work is not highly valued activity in Pakistan (Shah, 1986), and for an average Pakistani woman, work participation is a status-reducing rather than a status-enhancing activity. This paper describes different aspects of job situation in working women in Faisalabad.

## MATERIALS AND METHODS

**Universe and sample.** Residents of working women Hostel, Faisalabad were selected as a universe for the present study. A total of 50 women belonging to different categories of job (teaching= 30, health= 8, others= 12) were included in the study. The data were collected with the help of interviewing schedule through a questionnaire. Before the actual data collection, pre-testing was done to check the workability of the interviewing schedule. Three respondents from the universe were randomly selected. After pre-testing, few modifications in the interviewing schedule were made to improve its workability.

The data were systematically tabulated and statistically analyzed to bring the data into a comparable form. For the attainment of frequency distribution of personal traits of the respondents simple percentages were calculated.

## RESULTS AND DISCUSSION

It is evident from Table I that 62% of the respondents thought that their salary met their needs to some extent. While, 22% of them were satisfied with the amount of their salary as it fulfilled their needs sufficiently well. Only 16% were not satisfied with the amount of their salaries.

**Table I. Respondents' opinion regarding the fulfillment of needs with their salaries**

Professions	Well n (%)	TSE n (%)	Not at all n (%)	Total
Teaching	6 (20)	20 (66.67)	4 (13.33)	30
Health	–(–)	5 (62.5)	3 (37.5)	8
Others	5 (41.67)	6 (50)	1 (8.33)	12
Total	11 (22)	31 (62)	8 (16)	50

TSE= To some extent

The results of job placement in relation to the qualifications have been presented in Table II. It was found that 82% of the respondents from all the strata were satisfied with their jobs; while, only 18% told that their job was not according to their qualifications.

**Table II. Job placement in relation to the qualifications**

Professions	Yes n (%)	No n (%)	Total n
Teaching	22 (73.33)	8 (26.67)	30
Health	8 (100)	–(–)	8
Others	11 (91.67)	1 (8.33)	12
Total	41 (82.0)	9 (18.0)	50

It is evident from Table III that a vast majority of the respondents (96%) felt that they had job security. Only 4% of them were worried about the security of their jobs. It appears from the data that majority of the respondents had

no worry as far as the job security was concerned. As far as equivalence of pay with male members is concerned, majority (92%) of the working women faced no problem. A very high percentage of the respondents i.e. 96% were enjoying the same facilities as males with the same qualifications and job. Only 4% of them responded negatively (Table III).

**Table III. Respondents' feelings about job security equivalence of pay with males**

Professions	Yes n (%)	No n (%)	Total n
<b>Job security</b>			
Teaching	30 (100)	—(—)	30
Health	7 (87.5)	1 (12.50)	8
Others	11 (91.67)	1 (8.33)	12
<b>Pay</b>			
Teaching	29 (96.67)	1 (3.33)	30
Health	5 (62.50)	3 (37.50)	8
Others	12 (100)	—(—)	12
<b>Facilities</b>			
Teaching	29 (96.67)	1 (3.33)	30
Health	8 (100)	—(—)	8
Others	11 (91.67)	1 (8.33)	12
Total	48 (96.0)	2 (4.0)	50

Majority of the respondents i.e. 88% were considered at par with men for promotion (Table IV). While, 12% of them answered negatively. It means that even for promotion, majority of the females were considered at par with males for similar jobs and qualifications.

**Table IV. Respondents' equivalence for promotion as compared to males**

Professions	Yes n (%)	No n (%)	Total n
Teaching	27 (90)	3 (10)	30
Health	7 (87.5)	1 (12.5)	8
Others	10 (83.33)	2 (16.67)	12
Total	44 (88)	6 (12)	50

It was found that 70% respondents had certain goals before they joined this profession (Table V). Teachers desired to become lecturers, journalist and research officers. Majority of the respondents in health profession told that they wanted to be a doctor. Respondents in other professions told that their goals were to become pilot, to get higher education, and to be a custom officer.

**Table V. Respondents' goals prior to joining this profession**

Professions	Yes n (%)	No n (%)	Total n
Teaching	20 (66.67)	10 (33.33)	30
Health	7 (87.5)	1 (12.5)	8
Others	8 (66.67)	4 (33.33)	12
Total	35 (70)	15 (30)	50

It is evident from Table VI that 63% of the respondents in health profession could not achieve the said goals; while 58% of the respondents in other professions and 40% teachers could not achieve the said goals. Thirty per cent teachers and 8% respondents in other professions had achieved the said goals to a great extent. Overall 32% of the working women achieved their desired goals to some extent.

**Table VI. Respondents' achievements of said goals**

Professions	TGE n (%)	TSE n (%)	Not at all n (%)	Total
Teaching	9 (30)	9 (30)	12 (40)	30
Health	—(—)	3 (37.5)	5 (62.5)	8
Others	1 (8.33)	4 (33.33)	7 (58.33)	12
Total	10 (20)	16 (32)	24 (48)	50

TGE= To great extent; TSE= To some extent

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