

Relationship between Job Satisfaction and General Health among the Unmarried Female Young Adults

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Abstract

The purpose of this study was to study the relationship between Job satisfaction and General health and to find the significant difference in Job Satisfaction and General Health among the unmarried female young adults working as Technical and Non-technical employees in multinational companies. A total number of 60 participants (Technical unmarried female employees = 30, Non-Technical Unmarried female employees =30) ranging between the age of 20-40 years working in multinational companies in Bangalore city were considered for the study. The data was collected by administering ASHA Job Satisfaction Scale (Dr. Asha Hingar, Dr. Uma Mittal and Dr. Vinta Mathura) and General Health Questionnaire-28 (Goldberg in 1978). Pearson Product moment correlation was used to bring out the following findings. A significant relationship was found in Job Satisfaction and General Health among the unmarried female young adults. Independent sample t-test was used to bring out the following findings. No significant differences were found in the Job Satisfaction among the Technical and Non-Technical female employees. No significant differences were found in the General Health among the Technical and Non-Technical female employees. Limitations, implications and scope for the study are discussed. Such findings are important given the lack of empirical data demonstrating the Job satisfaction and General health among unmarried female young adults i.e. Technical and Non-Technical.

Key words: General Health, Job Satisfaction, Multinational Companies, Non-Technical female employees, Technical female employees, Unmarried female young adults.

Introduction

A Job is referred to as an activity which is often regular which is performed in terms of exchange of payment. It is also defined as a group of task which is homogeneous in nature and which is related to similarity of functions. When a job is performed by an employee in the exchange of pay, a job consists of certain duties, responsibilities and various tasks which is generally defined and specific or which can be quantified, accomplished, measured as well as rated (Hulin & Judge, 2003).

Job Satisfaction

Job Satisfaction is the “overall positive attitude that an employee builds with respect to his or her perceived availability of salary and facilities, supervision, promotion, work opportunity and human relations” (Hingar, Mittal & Mathur, 2012).

Each of these parameters of Job Satisfaction are described as follows:

SALARY & FACILITIES The compensation of work in terms of salary and other allowances for overtime made in accordance to one’s role responsibilities as well as the cost of living (Hingar, Mittal & Mathur, 2012).

SUPERVISION The supervisor or senior is able to motivate, support and train the employee in tactful and knowledgeable so that the employees develop a sense of confidence in him (Hingar, Mittal & Mathur, 2012).

PROMOTION There are ample opportunities for advancement and a reward system exists, where merit as well as seniority is given due consideration. Promotion is given as a right and a

system reveals that those who are eligible and worthy are certain that in due course time they will certainly be promoted in a time bound manner (Hingar, Mittal & Mathur, 2012).

WORK OPPORTUNITY The work is arranged in accordance with the ability and interest and interest of the individual. Employees get an opportunity to project their cognitive skills and take it as a challenge. Opportunity for initiative and innovation exists (Hingar, Mittal & Mathur, 2012).

HUMAN RELATIONS Fulfilment of an employee's socio-psychological needs results in cordial human relations, which in turn boost up an employee's morale and job satisfaction (Hingar, Mittal & Mathur, 2012).

GENERAL HEALTH

According to the World Health Organization General Health is defined as a state of complete physical, mental and social well being and not merely the absence of diseases or infirmity (WHO, 1948).

There are six components of health

PHYSICAL HEALTH Physical health refers to the way that your body functions.

SOCIAL HEALTH Social health is the quality of your relationships with friends, family, teachers and others you are in contact with.

ENVIRONMENTAL HEALTH Environmental health is keeping your air and water clean, your food safe, and the land around you enjoyable and safe.

EMOTIONAL HEALTH Emotional health is expressing your emotions in a positive, non destructive way.

SPIRITUAL HEALTH Spiritual health is referred to as living according to one's ethics, morals, and values.

MENTAL HEALTH. Mental health is referred to as a state of well-being in which every individual realizes his or her own potential and can cope with the normal stresses of life

Differences in the Profile of the Job

TECHNICAL STAFF The profile of the technical employees is oriented more towards the dimensions of Job Satisfaction i.e. the salary and facilities given to the technical employees are comparatively higher than non-technical employees. The technical employees are undefined by their working hours in the company. The technical employees are relatively less interactive with the other people in the company so their human relations are not that superior. The chances of promotion of technical employees are relatively high depending on the quality of work they do. The work opportunities given to technical employees are comparatively high than non-technical employees (Schaefer, 2011)

NON-TECHNICAL STAFF The profile of the Non-Technical employees includes the dimensions of Job Satisfaction. The salary and facilities given to Non-Technical employees is generally less. The Non-Technical employees are generally defined by their working hours in the company. Their human relations are more superior because they are into various fields in the company which makes technical employees more interactive with other people. The chances of promotion given to Non-Technical employees are relatively less. The work opportunities given to the Non-Technical employees are also high (Chang, 2017).

Effects of Nature of Job on Different Domains of Health

The nature of job has a great influence on the different domains of general health of the employees. It affects the general health of the employees by creating disturbances in the different domains of the health (Griffin, 2005) which are as follows:

PSYCHOLOGICAL DISTURBANCES Psychological disturbances or hazards in workplace are referred to as the interaction of various organisational aspects which mainly includes content of the job, the management of the organisation and environmental conditions with employee's needs which affects the physical and psychological health (Griffin, 2005).

PHYSICAL DISTURBANCES Disturbances in the physical health of the employees in the workplace which leads to low Job Satisfaction includes the high workload, undefined hours of the organization which causes high stress, headache, and weak eye-sight (Kawakami, 2014)

SOCIAL DISTURBANCES Disturbances in the Social well being of the employees in the workplace affect the quality of human relations and leads to interpersonal issues. The poor quality of human relations at workplace makes the employee less interactive with others which can also affect the reputation of the organization (Kawakami, 2014). Thus, these parameters show the influence of Job satisfaction on the general health of the working individual.

Thus, there are various factors i.e. Nature of job and its effects on the general health of the employees, work environment, work related stress which evidences the influence of job satisfaction on general health (Griffin,2003). Thus, this research aims at exploring the relationship between Job satisfaction and General Health among the unmarried female young adults in depth. The present study takes into consideration only the young adulthood because during these two stages the motivation to be successful will be high and the person possess the desire to contribute to home and community as a whole. (Erickson, 1950)

Review of Literature

Aerden. V.K., Barrachina. V., Bosmans. K., & Vanroelen. C., (2016). aims to study the relation between the quality of employment and the health and well-being of European workers. The findings presented in this study indicate that, among European wage workers, flexible and de-standardised employment tends to be related to lower job satisfaction, general health and mental health. The quality of employment is thus identified as an important social determinant of health (inequalities) in Europe.

Nadinloyi. B.K., Sadahegi. H., & Hajloo. N., (2013) examined the relationship between job satisfaction and mental health. It was found that there was a positive relationship between job dissatisfaction employees and global index of mental health, social action and depression. It was found that employed women than employed men are more satisfied with their jobs. In addition, workers who have a longer history in their jobs have much job satisfaction.

Janyam. K., (2009). aimed to investigate factory workers' mental health, to examine the level of job satisfaction, and to identify the dimension of job satisfaction that influences mental health. The results revealed that 33.5% of the workers had poor mental health, with anxiety and insomnia at the highest level (29.5%), followed by somatic symptoms (28.9 %), social dysfunction (23.7%), and severe depression (12.1 %). Thus increased overall job satisfaction and increased work security were related to better mental health. Conversely, lower overall job satisfaction and work security were related to poorer mental health.

Ettner. L.S., Grzywacz. G.J., (2001) aimed to investigate the impact of job on the physical health of employees. The findings suggest that malleable features of the work environment are associated with perceived effects of work on health, even after controlling for personality traits and other sources of reporting bias.

Rahman. M., Sen. K.A., (1987) aimed to study the effect of job satisfaction on stress, performance and health in self-paced repetitive work. The findings of the study suggest that the quality of working life may be improved by increasing the job satisfaction of the workers.

SAMPLE: The sample size selected for the study was 60. The sample was dichotomized as 30 Technical unmarried female employees and 30 Non-Technical unmarried female employees working in multinational companies in Bangalore.

Sampling Method

The sampling method used was Purposive sampling method which was the deliberate choice of an informant due to the qualities the informant possesses. It is a non- random sampling technique that does not need underlying theories or set numbers of informants.

Objectives of the Study

To study the relationship between Job Satisfaction and General health among unmarried female young adults

To assess the difference in the level of Job Satisfaction among Technical and Non-Technical female employees

To assess the difference in the General Health among Technical and Non-Technical female employees.

Research Hypothesis

H₀₁: There is no significant relationship in Job Satisfaction and General Health among unmarried female young adults.

H₀₂: There is no significant difference in the Job Satisfaction among the Technical and Non-Technical female employees

H₀₃: There is no significant difference in the General Health among Technical and Non-Technical unmarried female employees

Procedure for Data Collection

In the current study data was collected from technical and non-technical unmarried female young adults aged 20-40 from multinational companies in Bangalore, India through manual forms. The participants were identified by the researcher and rapport was established and the consent form for the research study was given to the participant. Once the consent form was signed by the participant, the socio demographic detail was collected from the participants. After which the researcher administered the ASHA Job Satisfaction Scale and General Health Questionnaire-28 for data collection.

Procedure of Data Analysis

The data was coded and then classified as Technical and Non-Technical. The data was tabulated on Microsoft excel sheet in order to summarize raw data in a compact form. The tabulation of data was carried out in order to conserve space, to facilitate the process of comparison and to provide a basis for statistical computations. The data collected was scored and analyzed using Statistical package for Social Sciences (SPSS) VERSION 20.0. Pearson Product Moment Correlation will be used to see the correlation between Job satisfaction and General Health among the unmarried female young adults. Independent sample T test will be used to measure the level of Job satisfaction and General health among technical and non-technical unmarried female young adults.

Implications of the Study

The findings can be used in many sectors like organizations, multinational companies, IT sectors, pharmaceutical companies, BPO's and research. The present findings can be used for the evaluation of relationship between Job satisfaction and General Health among employees. It can also be used to understand the work life balance among females. The findings can be

used different companies and on different samples emphasizing on the relationship between the job and general health.

Results and discussion:

TABLE 1

Showing the descriptive analysis of Job Satisfaction (JS) and General Health (GH)

DESCRIPTIVE STATISTICS

| Variables | N | Mean | Std Deviation | Kurtosis | Skewness |
|------------------|----|-------|---------------|----------|----------|
| Job satisfaction | 60 | 34.25 | 8.623 | -.454 | -.537 |
| General Health | 60 | 22.12 | 13.737 | .439 | 1.066 |

In the above table 4.1 represents the descriptive statistics of Job Satisfaction and General Health. For the total number of respondents, (N=60) a group of samples with enough representation of Technical unmarried female employees (30) and Non-Technical unmarried female employees (30) were selected. The mean score of Job Satisfaction is 34.25±8.623, Skewness (-.537), Kurtosis (-.454). Value of job satisfaction are identified between the ranges of -1.96 to +1.96, hence the distribution of data is normal. The mean score of General Health is 22.12±13.737, Skewness (1.066), Kurtosis (.439). Value of job satisfaction and General Health are identified between the ranges of -1.96 to +1.96, hence the distribution of data is normal.

Objective 1: To study if there is a significant relationship between Job Satisfaction and General health among unmarried female young adults

H₀1: There is no significant relationship in Job Satisfaction and General Health among unmarried female young adults.

TABLE 2

Showing Pearson Product Moment Correlation- Job Satisfaction (JS) and General Health (GH)

| Variables | Mean | Std deviation | N | Pearson Correlation | Sig.(2-tailed) |
|------------------|-------|---------------|----|---------------------|----------------|
| Job Satisfaction | 34.25 | 8.623 | 30 | -.432** | .001 |
| General Health | 22.12 | 13.737 | 30 | -.432 | |

**Correlation is significant at 0.01 level (2-tailed)

*Correlation is significant at the 0.05 level (2-tailed).

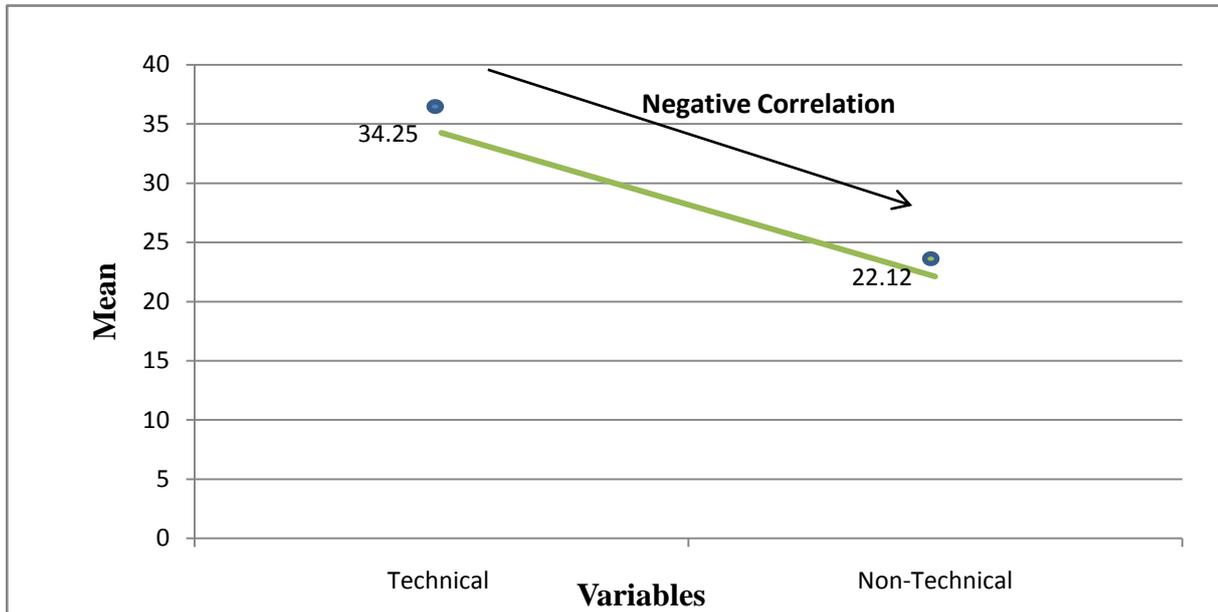


Figure 2.1 Represents Mean scores and negative correlation of Job Satisfaction and General Health obtained by Technical and Non-Technical

For this current sample, the Job Satisfaction scores of Technical and Non-Technical unmarried female employees ($n=30, M=34.25, SD=8.623$) and the General Health scores of Technical and Non-Technical unmarried female employees ($n=30, M=22.12, SD=13.737$) were (-) negatively co related and the correlation strength was moderate $r=-.432^{**}, p=.001$ and it is significant at 0.05 level

Therefore $p < 0.05$ hence the null hypothesis is rejected and alternate hypothesis is accepted.

Hence, there is a significant relationship between Job Satisfaction and General health among unmarried female young adults

OBJECTIVE 2: To assess the difference in the level of Job Satisfaction among Technical and Non-Technical female employees

H₀2: There is no significant difference in the Job Satisfaction among the Technical and Non-Technical female employees

TABLE 3

Showing Independent sample t-test – Job Satisfaction (JS)

| Variable | Designation | N | Mean | Std Deviation | Sig. | T | df | Sig(2 tailed) |
|---------------------|-------------------|----|-------|------------------|------|------|----|------------------|
| Job Satisfaction | Technical | 30 | 35.27 | 5.452 | 0.73 | .912 | 58 | .366 |
| | Non- Technical | 30 | 33.23 | 6.108 | | | | |

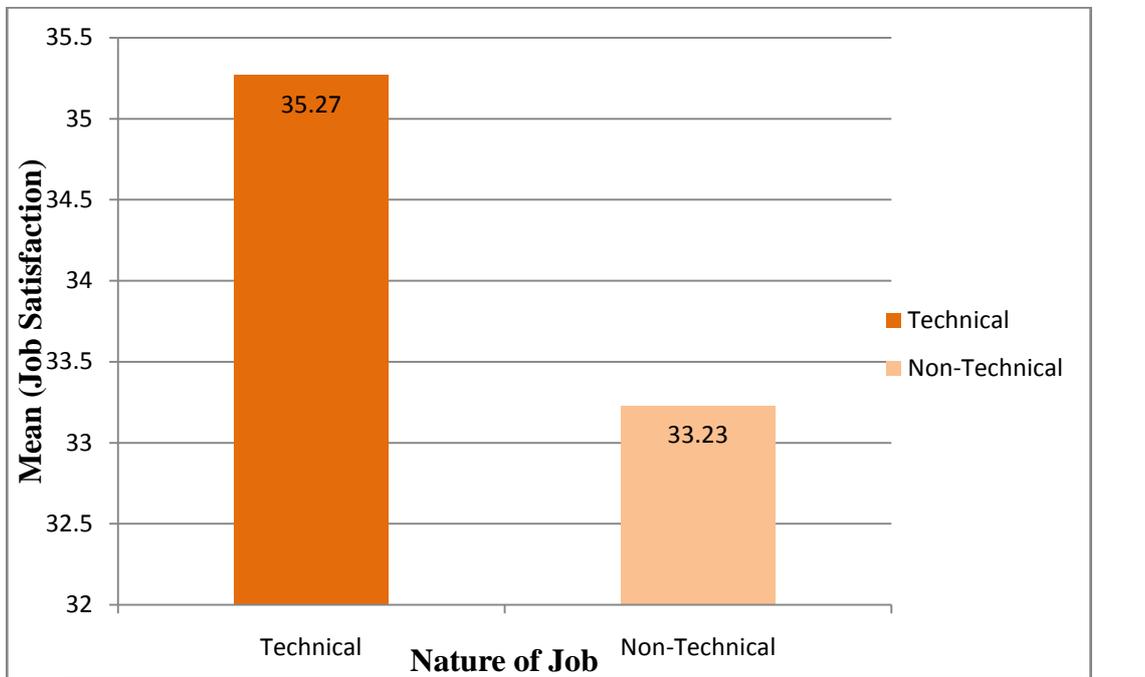


Figure 3.1 Represents Mean scores of Job Satisfaction obtained by Technical and Non-Technical

For this current sample (n=60) Technical unmarried female employees ($m=35.27$, $SD=5.452$, $n=30$) has obtained higher job satisfaction ($M=35.27$) than the Non-Technical unmarried female employees ($m=33.23$, $SD=6.108$, $n=30$) $df=58$ $t=.912$, $P=.366$ and is not significant at 0.05 level. Therefore $p>0.05$, the null hypothesis is accepted and alternate hypothesis is rejected.

Hence, there is no significant difference in the Job Satisfaction among the Technical and Non-Technical female employees

Additional Findings

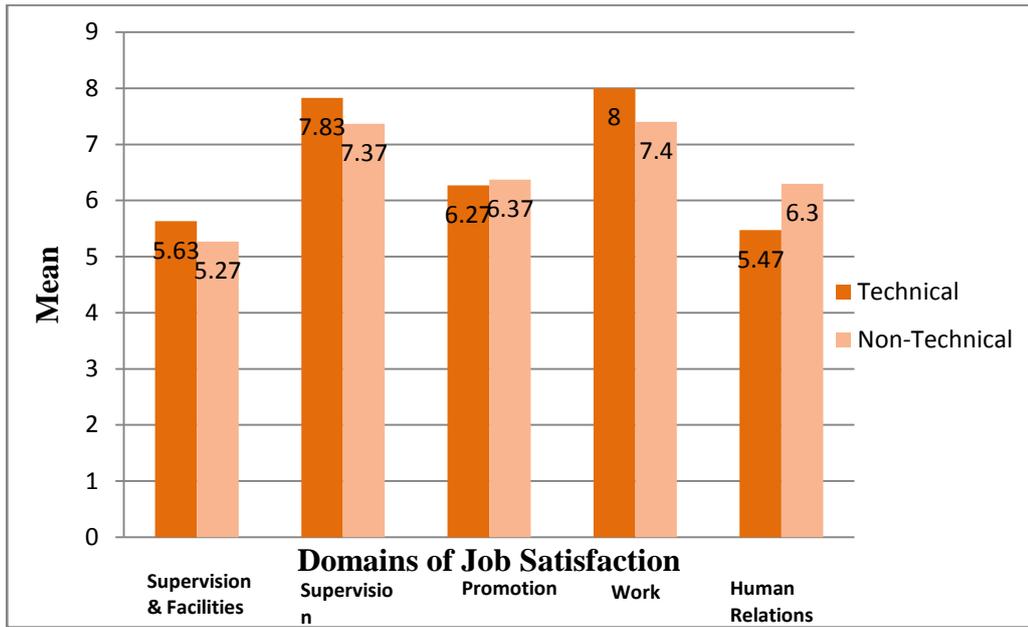


Figure 2.1 Represents Mean scores of each domain of Job Satisfaction obtained by Technical and Non-Technical

From the above findings, it has been found that the mean scores of work dimension of Technical female employees ($M= 8.00$) and Non-Technical female employees ($M= 7.40$) has obtained higher job satisfaction which indicates that their organization arranges the work in accordance with the ability and interests of the employees. (Robbins, 2002). It has also been found that the mean scores of salary & facilities of Technical female employees ($M= 5.63$) and Non-Technical female employees ($M= 5.27$) has obtained lower job satisfaction which indicates that their organization is not paying their employees satisfied salary, fringe benefits, other allowances etc (Robbins, 2002)

OBJECTIVE 3: To assess the difference in the General Health among Technical and Non-Technical female employees.

H₀₃: There is no significant difference in the General Health among Technical and Non-Technical unmarried female employees

TABLE 3

Showing Independent sample t-test – General health (GH)

| Variable | Designation | N | Mean | Std Deviation | Sig. | T | Df | Sig(2 tailed) |
|----------------|---------------|----|-------|---------------|------|--------|----|---------------|
| General Health | Technical | 30 | 20.03 | 13.045 | .439 | -1.179 | 58 | .243 |
| | Non-Technical | 30 | 24.20 | 14.310 | | | | |

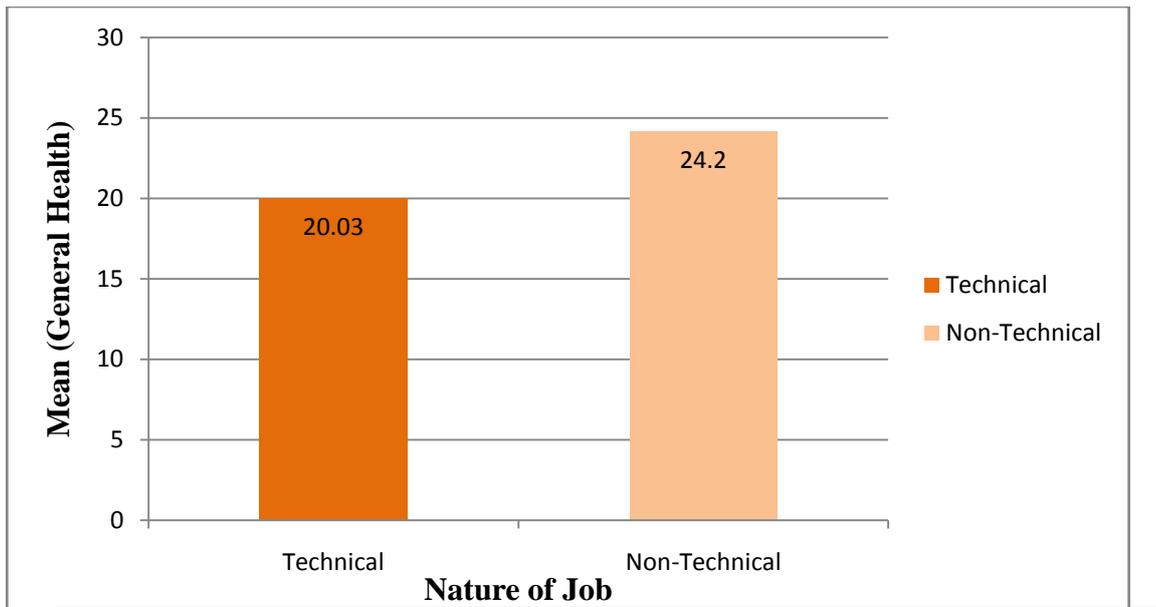


Figure 3.1 Represents Mean scores of General Health obtained by Technical and Non-Technical

For this current sample ($n=60$), Technical unmarried female employees ($m=20.03, SD=13.405, n=30$) has obtained lower General Health scores compared to the Non-Technical unmarried female employees ($M=24.20, SD=14.310, n=30$) $df=58, t=-1.179, p=.243$ is not significant at 0.05 level. Therefore $p>0.05$, the null hypothesis is accepted and alternate hypothesis is rejected.

There is no significant difference in the General Health among Technical and Non-Technical unmarried female employees

Additional Findings

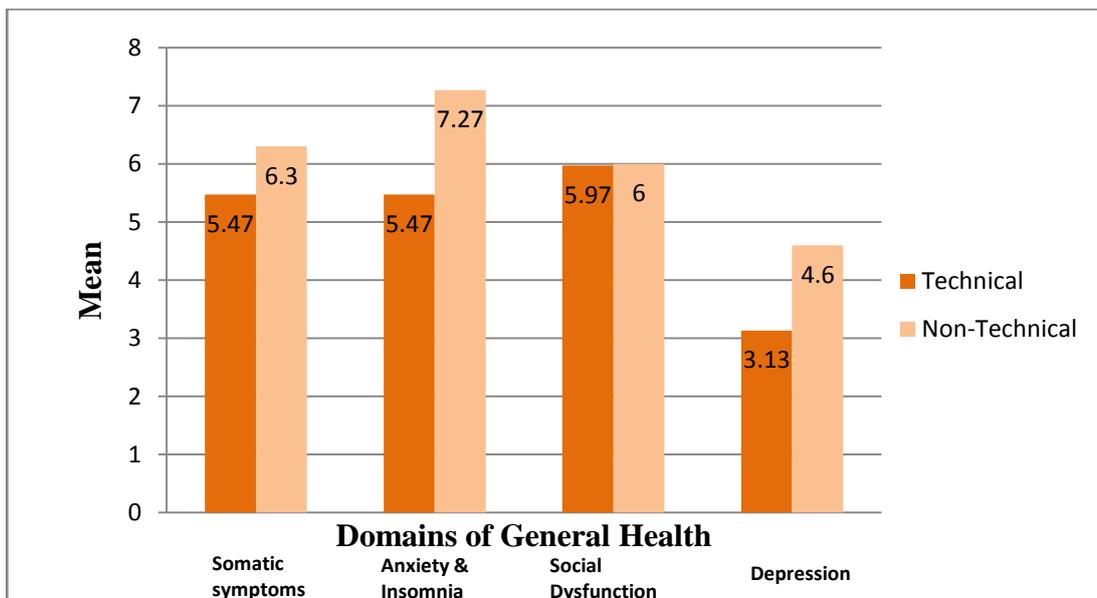


Figure 3.1.1 Represents Mean scores of Each Domain of General Health obtained by Technical and Non-Technical

From the above findings, it has been found that the mean scores of anxiety & insomnia domain of general health of Non-Technical female employees is higher i.e. ($M= 7.27$) which

indicates that they are higher at the risk of anxiety & Insomnia. It has also been found that the mean scores of social dysfunction domain of general health of Technical female employees is higher i.e. ($M= 5.97$) which indicates that Technical female employees are higher at the risk of social dysfunction.

Conclusions

The results was calculated by using Pearson Correlation Product Moment and Independent sample t-test which indicated that there is a negative correlation between the Job Satisfaction and general health of unmarried female young adults. There was no significant difference found in the level of Job Satisfaction and General Health among the Technical and Non-Technical unmarried female employees.

But from the additional findings it was found that it has been found that the mean scores of work dimension of Technical female employees ($M= 8.00$) and Non-Technical female employees ($M= 7.40$) has obtained higher job satisfaction which indicates that their organization arranges the work in accordance with the ability and interests of the employees. (Robbins, 2002). It has also been found that the mean scores of salary & facilities of Technical female employees ($M= 5.63$) and Non-Technical female employees ($M= 5.27$) has obtained lower job satisfaction which indicates that their organization is not paying their employees satisfied salary, fringe benefits, other allowances etc (Robbins, 2002).

It has been found that the mean scores of anxiety & insomnia domain of general health of Non-Technical female employees is higher i.e. ($M= 7.27$) which indicates that they are higher at the risk of anxiety & Insomnia. It has also been found that the mean scores of social dysfunction domain of general health of Technical female employees is higher i.e. ($M= 5.97$) which indicates that Technical female employees are higher at the risk of social dysfunction.

So, the present study will be helpful for the working unmarried females to emphasize on work life balance. The present study will also be helpful for corporate sector, organizations, multinational companies to focus more on the factor of job which is leading to decrease in the satisfaction of the job and able to detect the factors of job which is leading to poor health of the employees.

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