

International Multidisciplinary  
Research Journal

*Indian Streams*  
*Research Journal*

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RNI MAHMUL/2011/38595

ISSN No.2230-7850

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A STUDY ON JOB SATISFACTION OF MALE & FEMALE ADVOCATES



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**Short Profile**

Santosh Kumar is Assistant Professor of Psychology Maharani's Arts, Commerce and Management College for women, Sheshadri Road in Bangalore. He Has Completed M.A , M.S , M.Phil , Ph.D.



**ABSTRACT:**

The present study total sample consists of 100 out of which 50 male advocate and 50 female advocates have been taken various court of Gulbarga City, Civil Court, family court, Session court & more etc.,

The study clearly shows that, male advocates have more job satisfaction than the female advocates, males have more job satisfaction.

**KEYWORDS**

*Acid attack, female victim, Heinous, Intention*

## INTRODUCTION :

Job-Satisfaction is a widely accepted Psychological aspect of functioning in any profession. The credit of bringing this term into Currency goes to Hoppock (1935). He reviewed a little over 30, contemporary studies and concluded that, there was much factual work done in the field. The summam bonum of the opinions is that, Job-Satisfaction is a favorableness with which workers view their job. It results when there is a fit between job requirements and the wants and expectations of match between job requirements and the wants and expectations of match between worker's expectations (also aspirations) and the rewards the job provides and the values it creates and get cherished.

Recent years have witnessed lot of conceptualization with regards to factors involving job-satisfaction. Available are numerous theories independent and inter-related, which explain, atleast tend doing so the different, facts of jobsatisfaction, which view this phenomena from different angles and endeavor to explore it in all its dimensions. Some major theories may be listed as here under,

1) Maslow's Need Hierarchy Theory (1954):- Maslow (1954) proposed that, people are continuously in motivational state, as one desire becomes satisfied another rises to take its place. He postulated a hierarchy of human needs Physiological needs, safety needs, social needs, states, self- actualization etc.,

2) Performance Theory (Donald et.al. 1970):- In this theory, employees satisfaction is connected with job-performance to satisfaction leads to performance and performance to satisfaction relationship is moderated by many variables linked with man and his job. Broyfield and Groekett (1955) have reviewed 50 studies and provided a capsone to the satisfaction performance relationship.

3) Adam's Equity Theory (1964):- This theory is essentially a social comparison theory in which an individual evaluates his impacts into V/s outputs derived from a given situation relative to those of another, where this others may be a person, a group an organization or the individual himself relative to his experience from an earlier point in time. To the extent that relationship (i.e, inequity ). It is postulated that, he will experience dissatisfaction and be motivational to engage in some kind of activity which will restore equity.

4) Vroom's Valance- Instrumentality — Expectancy Theory (1964):- Here the assumption is that, behavior in organizations is viewed as a function of the interaction of personality e.g., ability, values, needs, expectations, instumentalities and role demands, and general environments; in short organizational contingencies, environmental constraint, supervi Si cm, job or task requirements.

5) Fulfillment Theory of Job- Satisfaction:- Schaffer (1953) has argued that, job satisfaction will vary directly with the extent to which the needs of an individual which can be satisfied, are actually satisfied.

## The Review of Literature :-

Grodzki-Lvnn-Building your ideal private practice. A guide for therapists and other healing professionals.

It shows how to build an ideal private practice- one that is both highly profitable and personally satisfying at the same time. The book guides professionals at all stages of their careers. It shows not only what to do in order to best successful in business but also who to be.

Kirkcaldy-Bruce-D Martin. T- Job Stress and satisfaction among advocates  
Individual differences

Assessed job-related variables in a study involving 100 advocates in a Court in Northern Ireland. Advocates in general appeared to display high scores on the stresses related to confidence and competency in role. There were no gender effects on occupational stress or the health outcomes variables older advocates reported more stress and the younger advocates experienced better psychological health although no differences were observed between words / specialism and stresses differences were revealed along satisfaction with civil advocates displaying the highest level of satisfaction at work, and Criminal Advocates showing the lowest.

**PROBLEM:-**

To study job satisfaction of advocates.

**VARIABLES :-**

Independent Variable - Sex  
Dependent Variable - Job-Satisfaction

**HYPOTHESIS**

1. Male advocates have more Job - Satisfaction than Female advocates.
2. There is significant difference between male and female advocates in their job – satisfaction.

**OBJECTIVES**

1. To know the job – satisfaction of the advocates
2. To know the sex difference in job – satisfaction

**METHODOLOGY**

In the present study total sample consists of 100 out of which 50 male 50 female advocate have been taken various court of Gulbarga City i.e., civil court, family court, session court and more etc.

**Sample Design**

| <b>Sex</b> | <b>N</b> |
|------------|----------|
| Male       | 50       |
| Female     | 50       |
| Total      | 100      |

### Tools :-

In the present study the job-satisfaction questionnaires (JSS) developed by Dr. Amar Singh and Dr. TB. Sharma. The (J.S.S) questionnaire consists of 30 questions. The scale has both positive and negative statements.

### Test Administration :-

The test of Job-satisfaction scale was distributed to the advocates (male and female). The advocates were instructed thus, there are 30 questions in the given alternative you have given 5 responses encircle around the or tick as a right mark (?) on the appropriate word on the answer sheet along the job- satisfaction scale.

Answer as quickly as possible and do not spare too much time on any one time your answer will be kept strictly confidential, Therefore please answer each statement honestly and thoughtfully there are no right or wrong answers.

### DISCUSSION :-

Attitudes concerning one's own job or work are generally referred to by the term job satisfaction not every one likes their job. So job satisfaction actually refers to a dimension of reactions ranging from very positive (high job -Satisfaction) to very negative (low job satisfaction) or high job — satisfaction) (Hulin, 1991).

Individuals who must perform boring, repetitive jobs report much lower levels of job- provide a degree of variety (fisher, 1993). In fact, recent findings indicate that, only do boring monotonous jobs reduce job satisfaction they may undermine psychological and even physiological health too, A study conducted by Melamed and his colleagues. (Melamed et. Al., 1995) provides important insights in to this relationship.

These researchers reasoned that, do not give people enough to do or that are beneath their capacities would cause strong feelings of monotony, and that these in turn, would produce low job satisfaction, psychological distress, and even physical illness. Melamed as his associates further reasoned that repetitive jobs that are also hectic jobs requiring individuals to repeat the same task over and over again very quickly would have especially negative effects. Hence an attempt is made to study the job satisfaction in advocates the results of the study are given in the following tables.

Table No.1  
Showing the Mean, SD and 't' — value of Job- satisfaction of advocates  
1. (a)

| Sex            | Mean    | SD   |
|----------------|---------|------|
| Male<br>A=50   | 14.8    | 18.2 |
| Female<br>A=50 | 12.6    | 2.12 |
| t-value        | 3.43*** |      |

Table No.1 shows the mean, SD and 't'-value of male and female advocates in relation with their job- satisfaction. The mean and SD of job — intrinsic statements (factors inherent in the job) of job concrete statements such as excursions, place of posting, working condition of advocates is 14.8 and 12.6 and 18.2 and 2.12 respectively. The mean score of female advocates is lower than male advocates which clearly indicates that male advocate have more job satisfaction than the female advocate. When 't' value 3.42 significant at 0.01 level of significance which clearly signifies that male advocates have more job satisfaction than the female advocates. Thus the formulated hypothesis that male advocates have more job satisfaction than female advocates is accepted.

Table No.2  
Showing the Mean, SD and 't' value of job satisfaction of advocate's 1 (b)

| Sex         | Mean  | SD   |
|-------------|-------|------|
| Male A=50   | 15.5  | 10.7 |
| Female A=50 | 15.1  | 10.1 |
| T-value     | 0.57* |      |

\*\* significant at 0.05 level

Table No.2 shows the mean, SD and t - value of male and female advocate in relation with their job satisfaction. The mean and SD of male advocates is 15.5 and 10.7 respectively and mean and SD of female advocates is 15.1 and 10.1 the mean score and SD showing the job- abstract statements such as cooperation, democratic functioning etc. the mean score of male advocates is slightly higher than the female advocates which clearly indicates that male advocates have more job- satisfaction than the female advocates. The t- test is applied to know the significant difference it is found that obtained 't' value 0.57 significant at 0,05 level of significance which clearly shows that, formulated hypothesis male advocate have more job- satisfaction than the female advocates is accepted.

Table No.3  
Showing the Mean, SD and 't' value of advocates 2(a)

| Sex         | Mean    | SD   |
|-------------|---------|------|
| Male A=50   | 18.5    | 24.3 |
| Female A=50 | 15.6    | 7.7  |
| T-value     | 3.62*** |      |

\*\* significant at 0.01 level

Table No.3- shows the mean, SD and 't'-value of job- Extrinsic statements (factors residing outside the job) of psychological such as intelligence, social circle of advocates in relation with their job-satisfaction. The mean, SD of male advocates is 18.5 and 24.3 respectively. There is significant difference between the male and female advocates. The female advocates have more job- satisfaction than the male advocates. The 't' test is applied to know the significant difference and it is found that obtained 't' -value 3.62 is significant at 0.01 level of significance. The formulated hypothesis i.e. male advocates have more job satisfaction than the female advocates is rejected.

Table No.4  
Showing the Mean, SD and 't' vale of job — satisfaction of nurse's 2. (b)

| Sex         | Mean   | SD  |
|-------------|--------|-----|
| Male A=50   | 14.5   | 7.6 |
| Female A=50 | 9.4    | 2.8 |
| T-value     | 11.3** |     |

\*\* significant at 0.05 level

Table No.4- shows the mean, SD and t- value of job- extrinsic statements of economic such as salary, allowance of advocates in relation with their job- satisfaction. The mean and SD of male advocates is 14.5 and 7.6 respectively, the mean and SD of female advocates is 9.4 and 2.8 respectively. There is a significant difference between male, and female advocates. The male advocates have more job- satisfaction than the female advocates. The 't' test is applied to know the significant difference and it is found that indicates that the formulated hypothesis i.e., male have more job- satisfaction than the female advocates is accepted.

Table No.5  
Showing the Mean, SD and 't' value of job- satisfaction of advocates 2 (c)

| Sex         | Mean   | SD  |
|-------------|--------|-----|
| Male A=50   | 15.3   | 6.5 |
| Female A=50 | 13.6   | 8.9 |
| T-value     | 3.09** |     |

\*\* significant at 0.01 level



Table No.5- shows the mean, SD and 't' value of job-extrinsic statements of community! national growth such as quality of life, national economy of advocates in relation with their job-satisfaction. The mean and SD of male advocates is 15.3 and 6,5 respectively. The mean and SD of female advocate is 13.6 and 8.9 respectively. There is significant difference between the male and female advocate when the 't' test is applied to know the significant difference and it is found that obtained 't' value 3.09 is significant at 0.01 level of significance which clearly shows that the formulated hypothesis i.e. male advocated have more job- satisfaction than the female advocates is accepted.

Table No.6  
Showing the mean, SD and 't' value of job- satisfaction of total (male-female advocates)

| Sex         | Mean | SD    |
|-------------|------|-------|
| Male A=50   | 74.0 | 69.86 |
| Female A=50 | 73.6 | 65.63 |
| T-value     | 0.21 |       |

Table No.6- shows the mean, SD and 't' value of job- satisfaction of total (male- female) advocates, the mean and SD of the male advocates is 74.0 and 69.86 respectively. The female advocates mean and SD is 73.6 and 65.63 respectively. There is a slight difference between the male and female advocates when the 't'- test is applied to know the significant difference and it is found that obtained value 0.21 is significant at 0.05 level significance. Which clearly indicates that the formulated hypothesis i.e, male have more job - satisfaction than the female advocates rejected.

### SUMMARY :-

Job satisfaction is nothing but, the attitudes held by individuals about their jobs.

Individuals do report a wide range of job satisfaction, though, so the question remains: what factors influence such attitudes? Research on this issue indicates that two major groups of factors are important.

- 1) organizational factors- one's related to a company's practices on the working condition it provides.
- 2) Personal factors- ones related to the traits of individuals employees.

In the Research of advocates we came to know that male advocates have more job- intrinsic statements such as-excursions, palace of posting, working condition, as well as in the job-abstract statements such as co-operation, democratic functioning etc. there is a slight difference between male and female advocates.

But in the job - Extrinsic statements of psychological such as intelligence, social circle male advocates have more jot-satisfaction than the female advocates and in the job-extrinsic statements of economic such as salary, allowance, male advocates have more job- satisfaction than the female advocates and lastly in the job-extrinsic statements of community/national growth such as quality of life, national economy male advocates than the female advocates.

In the totally male advocates have the male job-j satisfaction than the female advocates.

In the research of job satisfaction have the male satisfied in the place of the pasting, working conditions co-operation, democratic, functioning etc. and psychosocial such as intelligence, social circle, community/nationality growth such as quality of life, nation economy. Than the slight difference between male and female advocates as far as job intrinsic and job- abstract statements is concerned.

### CONSLUSION:

- 1) Male advocates have more job satisfaction than the male advocates.
- 2) There is no significant difference between male and female advocates.
- 3) The formulated hypothesis i.e. male advocates have more job satisfaction than the female advocates is accepted.

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