
JOB SATISFACTION AMONG SINGLE WORKING WOMEN IN POLLACHI TALUK: A STUDY OF INFLUENCING FACTORS

Dr. P. Anitha

Associate Professor & Head, PG Department of Commerce(CA)
NGM College, Pollachi, Tamil Nadu

Abstract

This study examines the level of job satisfaction among single working women in Pollachi Taluk, focusing on widowed, divorced, and separated women. The research aims to analyze their socio-economic profile and identify key factors influencing job satisfaction. Primary data were collected through a structured questionnaire from 105 respondents using purposive sampling. Analytical tools such as simple percentage analysis and weighted average ranking were employed. The findings reveal that job satisfaction is significantly influenced by factors such as workplace safety, job security, compensation, and skill development opportunities. However, areas like financial support during emergencies, non-discrimination, and housing facilities require improvement. The study highlights the need for supportive organizational policies and social measures to enhance the well-being and productivity of single working women.

Keywords: Job Satisfaction, Single Working Women, Workplace Environment, Economic Independence

1. Introduction

Women play a crucial role in societal and economic development, contributing significantly across sectors such as education, healthcare, administration, and business. With increasing participation in the workforce, women have achieved greater financial independence and social recognition.

Among them, single working women—including widowed, divorced, and separated individuals—represent a unique segment. They manage dual responsibilities without spousal support, balancing professional commitments with personal and family obligations. Their independence often brings empowerment but also exposes them to distinct challenges such as social pressure, safety concerns, and work-life imbalance.

Job satisfaction is a critical determinant of their well-being and productivity. A satisfying job enhances motivation, reduces stress, and improves overall quality of life, whereas dissatisfaction may lead to psychological strain and reduced efficiency. Hence, understanding job satisfaction among single working women is essential for designing supportive workplace policies.

2. Review of Literature

Studies on job satisfaction among working women have highlighted various influencing factors across different sectors. Asha Kumari (2025) found that while women were generally satisfied with working conditions, job security, and salary, they reported lower satisfaction in areas such as promotion opportunities and decision-making freedom, with gender showing a significant relationship with job satisfaction. Similarly, Divyalakshmi and Brindha Devi (2024) observed moderate to high job satisfaction among women employees in multinational companies due to supportive work environments and job security, although it had limited impact on work-family balance. In contrast, Sugandha Kohli Kaang (2024) reported dissatisfaction among corporate women employees due to heavy workloads, long working hours, and gender discrimination, highlighting structural barriers to career advancement. Further, Diyana and Clayton Michael Fonceca (2023)

identified low satisfaction levels related to quality of work life and welfare facilities, emphasizing the role of organizational support and employee engagement in improving satisfaction. On the other hand, Hemangi Shah and Christina Parmar (2023) found high satisfaction among female workers due to supportive management, fair wages, and effective grievance mechanisms. Likewise, Muthulakshmi G. (2022) reported that most women teachers experienced high job satisfaction, particularly in rural areas and private institutions, indicating the influence of workplace environment and institutional factors. Overall, these studies suggest that job satisfaction among women is shaped by a combination of organizational policies, work environment, socio-economic conditions, and gender-related challenges.

3. Statement of the Problem

In modern society, single working women face multiple challenges due to their independent status and social expectations. Their job satisfaction is influenced by various economic, social, and organizational factors. Identifying these factors is crucial to improving their working conditions and overall well-being.

4. Objectives of the Study

- To analyze the socio-economic profile of single working women
- To identify the factors influencing job satisfaction among them

5. Research Methodology

5.1 Data Collection

The study is based on both primary and secondary data:

- **Primary Data:** Collected through a structured questionnaire
- **Secondary Data:** Sourced from journals, articles, and periodicals

5.2 Sampling Design

- Area: Pollachi Taluk
- Sample Size: 105 respondents
- Sampling Technique: Purposive sampling
- Respondents: Widowed, divorced, and separated working women

5.3 Tools for Analysis

- Simple Percentage Analysis
- Weighted Average Ranking Method

6. Results and Discussion

6.1 Socio-Economic Profile

Table No. 1:
Socio-Economic Profile of the Respondents – Simple Percentage

Variable	Category	Number of Respondents	Percentage (%)
Age	18–25 years	29	27.61
	26–35 years	30	28.57
	36–45 years	31	29.52
	Above 45 years	15	14.29
Area of Residence	Town	46	43.80
	Village	59	56.20
Educational Qualification	Up to School	25	23.80
	Diploma	22	20.96

Variable	Category	Number of Respondents	Percentage (%)
	UG	25	23.80
	PG	27	25.72
	Others	6	5.72
Marital Status	Widow	39	37.14
	Divorced	33	31.43
	Separated	33	31.43
Family Structure	With Parents	26	24.77
	With Kids	30	28.58
	Parents & Kids	39	37.15
	Alone	10	9.50
Earning Members	One	39	37.14
	2-4 Members	53	50.48
	Above 4	13	12.38
Non-Earning Members	1-2 Members	35	33.33
	2-4 Members	64	60.96
	Above 4	6	5.71
Monthly Income	Below ₹20,000	23	21.90
	₹20,001-₹30,000	28	26.67
	₹30,001-₹40,000	20	19.04
	Above ₹40,000	34	32.39
Family Expenses	Below ₹10,000	31	29.52
	₹10,001-₹20,000	42	40.00
	Above ₹20,000	32	30.48
Nature of Employment	Government	23	21.90
	Private	82	78.10
Work Location	Urban	50	47.61
	Rural	55	52.39
Working Hours	Below 8 hours	19	18.09
	8 hours	51	48.57
	9-10 hours	34	32.38
	Above 10 hours	1	0.95
Start to Work	Before Marriage	50	47.62
	After Marriage	35	33.33
	After Separation	20	19.05
Distance to Workplace	Up to 5 km	27	25.71
	6-10 km	36	34.29
	10-20 km	35	33.33

Variable	Category	Number of Respondents	Percentage (%)
	Above 20 km	7	6.67
Mode of Travel	Walk	13	12.38
	Own Vehicle	29	27.61
	Public Transport	37	35.23
	Hired Auto	7	6.67
	Office Vehicle	18	17.14
	Others	1	0.96

The analysis reveals the following key characteristics:

- Majority (29.52%) belong to the age group of 36–45 years
- Most respondents (56.20%) reside in rural areas
- A significant proportion (25.72%) are postgraduates
- Majority (37.14%) are widows
- Most live with parents and children (37.15%)
- Majority work in the private sector (78.10%)
- Most earn above ₹40,000 monthly (32.39%)
- Majority work 8 hours per day (48.57%)
- Public transport is the most common mode of travel (35.23%)

These findings indicate that single working women are economically active and moderately educated, but many still reside in rural settings and depend on external support systems.

6.2 Factors Influencing Job Satisfaction

The weighted average analysis identifies the following key factors:

S. No.	Factors	Weighted Average Score	Rank
1	Adequate Salary	3.93	8
2	Sufficient Monetary Rewards	3.92	9
3	Education Assistance/ Scholarship provided for Children	3.68	19
4	Proper Recognition for Work Done	3.87	12
5	Timely Promotions /Promotion Policies	3.73	16
6	Rent-free Accommodation	3.55	21
7	Proper Communication of all Official Matters	3.81	13
8	Superiors' Motivation	3.66	20
9	Good Relationship with Co-workers	3.75	14
10	Flexible Leave Policies	3.69	18
11	Convenient Work Timing	3.95	7
12	Workplace Ambience	4.01	5
13	Location of Workplace (Near Residence)	3.89	11
14	Adequate Resources to Accomplish the Duties	3.72	17
15	Financial Support During Emergency	3.53	22
16	Compensation for Overtime Work	4.12	2
17	Job Security	4.09	4
18	Training Programme for Skill Development	4.10	3
19	No Discrimination based on my Marital Status	3.49	23

20	Adequate Welfare Facilities	4.00	6
21	Effective Grievance Redressal Mechanism	3.74	15
22	Safe and Comfortable Workplace	4.20	1
23	Enough Time for Personal Welfare	3.90	10

Highly Influential Factors

- Safe and comfortable workplace (4.20)
- Compensation for overtime work (4.12)
- Training and skill development (4.10)
- Job security (4.09)
- Workplace ambience (4.01)

Moderately Influential Factors

- Adequate welfare facilities (4.00)
- Convenient work timings (3.95)
- Adequate salary (3.93)
- Monetary rewards (3.92)
- Work-life balance (3.90)

Low Satisfaction Factors

- Rent-free accommodation (3.55)
- Financial support during emergencies (3.53)
- Non-discrimination based on marital status (3.49)

These results show that **safety, financial benefits, and career growth opportunities** are the most critical determinants of job satisfaction.

7. Suggestions

7.1 For Single Working Women

- Maintain work-life balance through effective time management
- Enhance skills through continuous learning
- Engage in stress management activities
- Build strong social support systems

7.2 For Employers

- Ensure a safe and supportive work environment
- Provide flexible work policies
- Promote equality and avoid discrimination
- Offer training and career development programs
- Establish effective grievance redressal systems

7.3 For Government

- Strengthen laws for workplace safety and equality
- Promote employment opportunities for women
- Increase awareness of welfare schemes
- Improve financial and social security support

8. Conclusion

The study concludes that job satisfaction among single working women is shaped by multiple factors, including workplace conditions, salary, job security, and work-life balance. While many women report moderate satisfaction levels, challenges related to social support, discrimination, and financial security persist.

Improving organizational policies, ensuring safe working environments, and promoting equality can significantly enhance job satisfaction. Supporting single working women is not

only essential for their personal well-being but also contributes to overall economic growth and social development.

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