

A Study of Self-Concept and Job-Satisfaction of Working Women of Punjab

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Abstract

The position of women since from independence has been pitiable in all aspects of life. She could not feel independent and act so, barring a few exceptions. Even, today the struggle for establishing her independent identify is being pursued though with more vigor. A movement is being launched with a hope of success what shall be its extent of success and how could it be achieved has worried researchers for a long time. One of the major goals of the emergence and stabilization of certain values in the society is the development of women which can help to achieve a richer and happier life. To bring about such values changes and subsequent development, consciousness is necessary. The position of women since from independence has been pitiable in all aspects of life. She could not feel independent and act so, barring a few exceptions. Even, today the struggle for establishing her independent identify is being pursued though with more vigor. A movement is being launched with a hope of success what shall be its extent of success and how could it be achieved has worried researchers for a long time. One of the major goals of the emergence and stabilization of certain values in the society is the development of women which can help to achieve a richer and happier life. To bring about such values changes and subsequent development, consciousness is necessary.

INTRODUCTION

The position of women since long has been pitiable in all aspects of life and her subjugation by males has been throughout a matter of history. She could not feel independent and act so, barring a few exceptions. Even, today the struggle for establishing her independent identify is being pursued though with more vigor. A movement is being launched with a hope of success what shall be its extent of success and how could it be achieved has worried researchers for a long time.

It is the need of the hour now to allow women to have freedom and justice, to enjoy the fruits of her work and equal status. Although most of women in India work and contribute to the economy in one form or another, much of their work is not documented or accounted for in official statistics. Women plow fields and harvest crops while working on farms, women weave and make handicrafts while working in household industries, women sell food and gather wood, while working in the informal sector. Additionally, women are traditionally responsible for the daily household chores (e.g. cooking, fetching water and looking after children). Since Indian culture hinders women's access to jobs in stores, factories and the public sector, the informal sector is particularly important for women. There are estimates that over 90 percent of working women are involved in the informal sector.

But in the recent years, conditions of working women in India have improved considerably. More and more women find themselves in position of respect and prestige. More and more workplaces are now populated with women who work on equal terms as men. Working is no longer an adjustment, a mere necessity; but a means to self-worth, growth and satisfaction.

SELF-CONCEPT

Self-concept is the mental and conceptual understanding and persistent regard that sentient beings hold for their own existence. In other words, it is the sum total of beings knowledge and understanding of his and herself. The concept of self has three major components. The perceptual, the conceptual and the attitudinal. The perceptual component is the image the person has of the appearance of his body and of the impression he makes others. It includes the image he has of the attractiveness and sex appropriateness of his body, the importance of the different parts of his body such as his muscles, to his behavior and the prestige they give him in the eyes of others. The perceptual component is often called the 'Physical self-concept'.

The conceptual component is the person's conception of his distinctive characteristics, his abilities and disabilities his background and origins and his future. It is often called the 'Psychological self-concept' and is composed of such life adjustment qualities as honesty, self-confidence, independence, courage and their opposites. Included in the attitudinal components are the feelings a person has about himself, his feeling about his present status and future prospectus, his feeling about his worthiness and his attitudes of self-esteem, self-reproach, pride and shame.

Rogers (1951) defined self-concept as "An organized configuration of perceptions of the self which are admissible to awareness. It is composed of such elements as the perceptions of one characteristics and abilities, the percepts and concepts of the self in relation to others and to the environment, the value qualities which are perceived as associated with experience and objects, and the goals and ideals which are perceived as having positive or negative valence".

Sarabin (1952) regards self as cognitive structure, consisting of various aspects of an individual's aspirational self.

According to Labbene and Green (1960), "Self-concept is the person's total appraisal of his appearances, background and origins, abilities and sources, attitudes and feelings which culminate as a directing force in behavior".

Shoebin (1962) defines self as 'A relatively stable organization of values that meditates and focuses behavior".

Many of the successes and failures that people experience in many areas of life are closely related to the ways that they have learned to view themselves and their relationships with others. It is also becoming clear that self-concept has at least three major qualities (i) it is learned, (ii) it is organized, and (iii) it is dynamic. Each of these qualities, with corollaries, follow.

JOB-SATISFACTION:

The concept of job-satisfaction reveals interrelatedness of various elements at work, such as physical condition of the work, working hours, rest hours, the phenomenon of monotony, fatigue, incentives employees attitude etc. a person likes to work which is favorable to his attitudes and when he works like that, it is said that he is satisfied with his work.

Job-satisfaction is different from motivation and morale. Motivation refers to the willingness to work. Satisfaction on the other hand, implies a positive emotional state. Morale implies a general attitude towards work and work environment. It is a group phenomenon whereas job-satisfaction is an individual feeling. Job-satisfaction may be considered a dimension of morale and morale could also be a source of satisfaction. Job-satisfaction is not unitary concept but a composite of many factors as dimensions in spite of the fact that much research has been done on job-satisfaction, it is doubtful if any ten experts would agree specific definition of the term of brining the job-satisfaction into light.

Bullock (1952) considered job-satisfaction as an attitude which results from a balancing and summation of many specific likes and dislikes in connection with his job.

Smith (1955) defined job-satisfaction as employee's judgment of how well his job on the whole is satisfying his various needs.

Vroom (1964) defined job-satisfaction on as a positive orientation of an individual towards the work role which he is presently occupying. This can be easily paraphrased as "an individual's liking more aspects of his work than he dislikes. It refers to an employee's general attitude towards his job which is the result of many specific individual's characteristics and group relationship.

Russel (1975) remarks that job-satisfaction is a function of the importance attached by the worker to the extent to which needs are generally met in the work situation relative to the way in which those workers have ordered their wants and expectations.

Bavendam Research (2005) identified six factors that influenced job-satisfaction.

Ratna Purohit (2007) quotes that there are six job dimensions that represent the most important characteristics of a job about which people have effective responses.

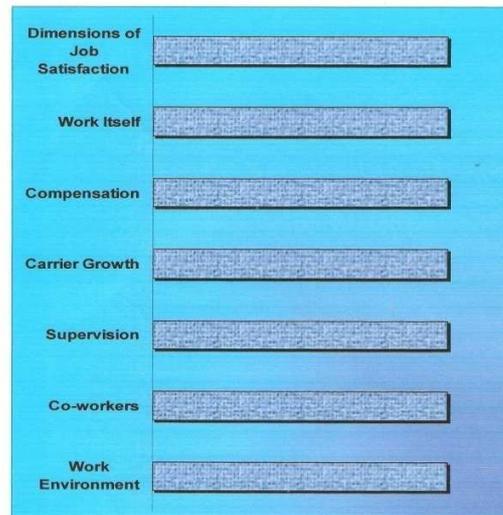


Fig Dimensions of Job Satisfaction

In essence, if these six sutras are taken care of them certainly there will be job-satisfaction and employees will be more productive and creative.

SIGNIFICANCE OF THE STUDY:

Unstable self-concept leads to poor personal and social adjustments. A person who has disparate self-concept is never sure which the real 'Me' is. His consistent behavior gives him little ego satisfaction; it is so unpredictable that it antagonizes others and engenders unfavorable attitudes on the part of parents, teachers and peers. These attitudes add to the instability of his self-concept and deterioration in his personal and social adjustments.

Due to advancement tremendous changes also come in the life of women. It also influences the self-concept of women. Perception of women about herself has improved. Women in Indian society is portrayed as the pillar of mankind as the source of abundant inner force and wisdom. It also brings the tremendous change in the perceptual, psychological and attitudinal self-concept of women. Further there has been encouraging rise in the percentage of women joining service sector especially banking and information technology. She has to establish smooth and harmonious relationship with her job itself, with the husband's family and peers and in short with her environment. Even today, the struggle for establishing her independent identity being pursued through more vigor. A movement is being launched with a hope of success. What shall be its extent of success and how could it be achieved has worried researchers for a long time. Therefore this study is directed towards achieving this goal and an attempt is being made to find out self-concept of working women and extent of success or satisfaction in achieving their professions or jobs.

STATEMENT OF THE PROBLEM:

The problem undertaken by the investigator is stated as under:

“A STUDY OF SELF-CONCEPT AND JOB-SATISFACTION OF WORKING WOMEN OF PUNJAB”

OPERATIONAL DEFINITIONS OF THE TERMS USED IN THE STUDY:

For the purpose of present study the different terms used are defined as follows:

Working Women:

Working women in the present study refers to those who adopt a career in life are called working women. They work in all areas like administration, industry, technology, education and even army and police. They have proved themselves equally successful in all fields. The present study deals with women who are working in government, public and private sector and posted at group C or above level.

Self-Concept:

In the present study, it refers to the correlation of the cluster of the most personal meanings, a person attributes of self. Upon which he places the highest values of himself.

Job-Satisfaction:

Job satisfaction in the present study is governed to a large extent by perception and expectations. Men work to satisfy their needs and aspire or expect their work life to fulfill these needs.

Punjab:

In the present study, Punjab comprised of all the districts of Punjab.

OBJECTIVES OF THE STUDY:

The study was conducted with following objectives:

1. To study the self-concept and job-satisfaction among working women of Punjab.
2. To ascertain the difference exist in self-concept of working women due to difference in the marital status, urban-rural difference and difference management wise difference.
3. To ascertain the difference exist in job-satisfaction of working women due to difference in the marital status, urban rural difference, management wise difference and also experience wise difference.
4. To ascertain the relationship between job-satisfaction and self-concept of working women of Punjab.

HYPOTHESES OF THE STUDY:

In order to attain the objectives of the present study, following null hypotheses were formulated:

1. There would be no significant difference in the self-concept of married and unmarried working women.
2. There would be no significant difference in the self-concept of women working in urban and rural areas.

3. There would be no significant difference in the self-concept of women working in government and non-government organizations.
4. There would be no significant difference in the self-concept of women having more than 3 years and less than 3 years working experience.
5. There would be no significant difference in the job-satisfaction of married and unmarried working women.
6. There would be no significant difference in the job-satisfaction of women working in urban and rural areas.
7. There would be no significant difference in the job-satisfaction of women working in government and non-government organizations.
8. There would be no significant difference in the job-satisfaction women having more than 3 years and less than 3 years working experience.
9. There would be no significant relationship between self-concept and job-satisfaction of married working women.
10. There would be no significant relationship between self-concept and job-satisfaction of unmarried working women.
11. There would be no significant relationship between self-concept and job-satisfaction of women working in urban areas.
12. There would be no significant relationship between self-concept and job-satisfaction of women working in rural areas.
13. There would be no significant relationship between self-concept and job-satisfaction of women working in government organizations.
14. There would be no significant relationship between self-concept and job-satisfaction of women working in non-government organizations.
15. There would be no significant relationship between self-concept and job-satisfaction of women having more than 3 years working experience.
16. There would be no significant relationship between self-concept and job-satisfaction of women having less than 3 years working experience.

DELIMITATIONS OF THE STUDY:

To study is quite extensive in nature to make a thorough study of all the women. It required a very patience work over a considerable period of time. So due to paucity of time and lack of resources of disposal of investigator. The study has been delimited in terms of the following factors:

1. The study was conducted on working women only.
2. The study was delimited to working women of Punjab.
3. The sample was taken only from women working in government and non-government organization of Punjab only.
4. The study was confined to the working women employed at group 'c' or above level in various government, public and also private sector units.

REVIEW OF RELATED STUDY:

A study of related literature reveals that studies involving the variable which has been taken in the present investigation are scanty. The researcher therefore has made effort to explore a virgin field of research by undertaking the research problem.

“A STUDY OF SELF-CONCEPT AND JOB-SATISFACTION OF WORKING WOMEN OF PUNJAB”

The existing researches that are directly or indirectly related to the present study have been reported in the proceeding pages.

STUDIES RELATED WITH SELF CONCEPT: V.C. Raimy (1948) found that self-concept serves as an executive in that it represents for the individual away to make a variety of decisions with some consistency.

Dev (1974) studied self-concept of disciplined and undisciplined students. The study revealed that the individual group generally exhibited a high tendency to make more words for their self-disciplined groups which marked fewer words. The difference being statistically significant and reported in the survey of research in education M.B. Buch, Editor, M.S. University of Baroda, 1974.

Breznitz (1980) conducted a study and brought out the relationship between the ability to concentrate and academic achievement among low socio-economic status LSES and high SES. It indicated the LSES, children obtained significantly lower scores on measures of academic achievement and concentration. Additional measures of school behavior included in the present study revealed that LSES children are likely to be characterized by aggressive-impulsive behavior.

Khaliq (1985) in his study, “Difference in academic achievement among internal and external high school students at different levels of socio-economic status,” found that:

1. The differences in academic achievement among internal and external high school students are not significant.
2. Girls excel better in academic pursuit than boys.
3. Subjects belonging to high socio-economic status show better academic results than the one's belonging to low economic status.

Slone (1998) made a study and reported that clinic data from the regional hospital; in Cape Town, South Africa, over 4 years for 538 children with a diagnosis of mental retardation referred patterns existed between low and high socio-economic areas. It was concluded that the mental retardation were reported more in the low socio-economic class.

Seema Pandey (2002) conducted a study of self-concept in relation to sex and academic achievement and showed that:

1. High and low achievers do not differ from each other on the factors of happiness and satisfaction of the self-concept in relation to sex and academic achievement.

2. Male and female students do not differ significantly from each other on the third factor of self-concept i.e. physical appearance and attitude.
3. Academic achievement does not make any significant effect on other factors of self-concept i.e. anxiety of high achievers and low achievers do not differ significantly from each other on this factor.

STUDIES RELATED WITH JOB-SATISFACTION:

Anand (1971) studied the attitude of teachers towards pupils and their job-satisfaction. The investigator found that attitude of teachers students bears a significant and positive correlation with their job-satisfaction of male and female teachers.

Talbot (1975) investigated the cause of job-satisfaction and dissatisfaction of industrial art teachers with use of result structured interview technique. He reported that certain situational variables may have a considerable effect upon development of employees' job-satisfaction. The study revealed that tenure, status, age grade, level taught by the respondent were significantly associate with teachers job-satisfaction.

Bernard andKulandeivel (1976) in their study of the job-satisfaction among graduate teachers found women were more satisfied than men teachers, teachers of aided schools appeared to be more satisfied, examination has no relationship with job-satisfaction and teachers with less number of department were more satisfied.

Chen (1977) studied job-satisfaction of school teachers in Republic of China. The sample consisted of 495 subjects including elementary junior high, senior high and vocational teachers. Main finding of this study was that male teachers in china were more satisfied with their job than female teachers.

Das and Panda (1995) studied the job-satisfaction of college and higher secondary teachers in terms of their sex and experience, 100 teachers (54 from college and 46 from higher secondary schools) formed the sample of the study. The results showed no difference in job-satisfaction of college and higher secondary teachers and it was also found that sex and experience are not related to job-satisfaction of college and higher secondary teachers.

Siroha (2004) conducted a comparative study of female teachers of teachers training college and academic colleges in relation with factors affecting their job-satisfaction and their attitude towards their profession. The study revealed that there was no significant difference in the level of job-satisfaction among female teachers of teachers training colleges and academic colleges.

RESEARCH DESIGN:

The procedure followed for carrying out the research systematically is described as follow:

The present study found the descriptive method to be the most effective method and useful because it deals with level of self-concept and job-satisfaction of working women that exist at present. Hence, the descriptive method is the most suitable for the present study.

The descriptive method of co-relational type was used to study the relationship between self-concept and job-satisfaction of working women.

The study has also used casual comparative method to ascertain the difference of level of self-concept and job-satisfaction with reference to marital status, area wise, nature of organization and length of experience.

SELECTION OF SAMPLE:

In the present study the researcher has adopted random sampling method for which he made a list of various government and non-government organizations and so for his convenience and availability of resources he selected the organization or agencies from which data could be collected.

The sample of 300 working women was drawn from different organizations of Punjab in rural as well as urban areas. The government and non-government organizations from where certain number of working women were selected have been shown in table 1

Table 1

Showing the sample selected from various government and non-government organization of Punjab

Variable	Women working in urban areas	Women working in rural areas	Married working women	unmarried working women	Women working in govt. organizations	Women working in non-govt. organizations	Women having more than 3 years of working experience	women having less than 3 years of working experience
Number	220	80	210	90	152	148	194	106
Total	300		300		300		300	

VARIABLE INVOLVED IN THE PRESENT STUDY:

The study involved following variable to undertake the research work in an organization and systematic way:

a.) Independent Variables:

1. Married and Unmarried working women.
2. Women working in Urban and Rural areas.
3. Women working in Government and Non-government Organizations.
4. Women having more than 3 years and less than 3 years of working experience.

b.) Dependent variables:

1. Self-concept
2. Job-satisfaction

SELECTION OF TOOLS:

Selection of tools of data collection depends upon the nature of the problem undertaken. The function of this research study is to study the self-concept and job-satisfaction. For the accomplishment of the objective of the present investigation, the following tools are used:

- Personal Data Sheet
- Self-concept Questionnaire by Dr. Raj Kumar Saraswat, 1971.
- Job-satisfaction Scale by Singh and Sharma, 1986.

Personal Data Sheet:

It contains details of the respondent such as name, qualification, profession, designation, nature of the organization and length of experience.

Self-concept Questionnaire:

The self-concept inventory provides six separate dimensions of self-concept, viz. Physical, Social, Intellectual, Moral, Educational and Temperamental self-concept. It also gives a total self-concept score.

Scoring Method:

The respondent is provided with five alternatives to give his responses ranging from most acceptable to least acceptable description of his self-concept. The alternative or responses are arranged in such a way that the scoring system for all the items will remain the same i.e. 5, 4, 3, 2, 1 whether the items are positive or negative. If the respondent put (✓) mark for first alternative the score is 5, for second alternative the score is 4, for third alternative score is 3, for the fourth it is 2 and for the fifth and last alternative, the score is 1.

Reliability:

Reliability of the inventory was found by test-retest methods. And it was found to be 0.91 for the total.

Validity:

Experts' opinions were obtained to establish the validity of the inventory. 100 items were given to 25 psychologists to classify the items to the category to which it belongs. Items of highest agreement and not less than 80% of agreement were selected. Thus, the content and construct validity were established.

Job-satisfaction Scale:

Many researchers have tried to measure the quantum of job-satisfaction in the workers. But most of the measuring tools have been constructed and applied on industrial workers and not on different categories of employees in different walks of life.

Scoring:

The scale has both positive and negative statements. Items at Sr. no. 4, 13, 20, 21, 27 and 28 are negative. Others are positives. The positive statements carry weightage of 4,3,2,1 and 0 and the negative ones a weightage of 0,1,2,3 and 4. The total scores gives a quick measures of satisfaction.

Reliability:

The test-retest reliability of the scale is 0.978 with n=52 and a gap of 25 days.

Validity:

The scale compares favorably with Muthaya's job-satisfaction Questionnaire giving validity co-efficient of 0.743. Moreover, the satisfaction measures obtained from this scale have a close resemblance to the rating given to the employees on a 3 point scale: Fully satisfied, average satisfied, dissatisfied by the employees. The coefficient of correlation was .812 (N=52).

DATA COLLECTION:

Collection of data is of vital importance in the entire research process. Moreover, the data collected should be adequate, authentic and reliable so as to ensure that the findings of the research would be reliable and valid.

STATISTICAL TECHNIQUES EMPLOYED:

The present study has used the descriptive as well as inferential statistics to analysis the data.

Descriptive Statistics:

Descriptive Statistics is used to describe the data have been collected from the sample. The present study has used descriptive statistics such as Mean, Standard Deviation and Bar diagrams. This was necessary to establish the normality of the distributions.

Inferential Statistics:

Inferential statistics is used to draw inferences from sample statistics about the population parameters. The present study has used inferential statistics such as t-test and Pearson’s ‘r’.

TABULATION OF DATA:

The data obtained on the completion of the scoring of the tools viz. Raj Kumar Saraswat’s Self-concept Questionnaire and Singh and Sharma’s Job-satisfaction Scale have been tabulated and arranged under different heads according to the objectives of the study.

ANALYSIS AND INTERPRETATION OF DATA:

The investigator employed appropriate statistical techniques the purpose to test the hypotheses and objectives of the study. Critical ratio and co-efficient of correlation (Pearson’s ‘r’) Statistical techniques have been used by the investigator to test the null hypotheses for the present study. The tabulation data with their interpretation are given below:

Table 2

Showing the critical ratio of self-concept of working women with reference to marital status, area wise, nature of organization and length of experience

Variable studied	N	Mean	S.D.	Critical Ratio	Level of Significance
Married working women	210	18.93	96.79	0.27	Insignificant
Unmarried working women	90	190.84	19.28		
Women working in Urban areas	220	189.05	15.39	1.209	Insignificant
Women working in rural areas	80	192.75	7.01		
Women working in Govt. Organizations	152	189.5	17.95	0.33	Insignificant

Women working in Non-Govt. Organizations	148	190.44	16.15		
Women having more than 3 years of experience	194	191.09	18.25	0.986	Insignificant
Women having less than 3 years of experience	106	188.27	15.93		

** Significant at 0.01 level

* Significant at 0.05 level

Interpretation:

From Table 2 has indicating insignificant mean difference of Self-concept of married and unmarried working women. This insignificant difference which was due to value of $t=0.27$, may be due to weak influence of marital status of working women on their self-concept. This insignificant mean difference led the investigator to accept the hypothesis (1) stating that “there would be no significant difference in the self-concept of married and unmarried working women”.

Table 2 again reflects insignificant mean difference of self-concept between women working in rural and urban areas due to $t=1.209$. This insignificant difference may be attributed to the fact that there may be no change in the perception of one’s own characteristics and abilities because of geographical area. Hence, the null hypothesis (2) stating that, “There would be no significant difference in self-concept of women working in urban and rural areas” was accepted.

The insignificant mean difference was again reported in the self-concept of women working in government and non-government organizations ($t= 0.33$ vide table 6.1). This result may be interpreted in a way that both of the organization either non-government or government provides the opportunities for working and it develops self-image, self-understanding and self-perception. Hence, the null hypothesis (3) stating that “There would be no significant difference in the self-concept of women working in government and non-government organizations” was accepted.

The working women in terms of their length of experience have also shown insignificant difference on the scores of self-concept as t values was found 0.986 leading to the acceptance of the null hypothesis (4) stating that “there would be no significant difference in the self-concept of women having more than 3 years and less than 3 years of working experience.”

Table 3

Showing the critical ratio of Job-satisfaction of working women with reference to marital status, area wise, nature of organization and length of experience

Variable studied	N	Mean	S.D.	Critical Ratio	Level of Significance
Married working women	210	72.69	10.95	0.682	Insignificant
Unmarried working women	90	70.94	15.63		
Women working in Urban areas	220	70.68	15.13	3.075	Significant at 0.01 level
Women working in rural areas	80	77.5	10.54		
Women working in Govt. Organizations	152	75.3	15.36	2.19	Significant at 0.05 level
Women working in Non-Govt. Organizations	148	70.04	12.43		
Women having more than 3 years of experience	194	73.26	14.73	1.00	Insignificant
Women having less than 3 years of experience	106	71.10	13.58		

** Significant at 0.01 level

* Significant at 0.05 level

Interpretation:

The level of job-satisfaction of married and unmarried working women was found to be same as the mean difference of job-satisfaction between the two was reported as insignificant ($t=0.682$). Hence the null hypothesis (5) stating that “There would be no significant difference in the job-satisfaction of married and unmarried working women” was accepted.

However, women working in rural area exhibit slightly better job-satisfaction than that of women working in urban area. This may be due to fact that they have better job-conditions such as safety, supportive organizational climate and due to recognition in the society because of placement. Hence the null hypothesis (6) stating that “There would be no significant difference in the job-satisfaction of women working in urban and rural areas” was rejected.

Job-satisfaction among women working in government organizations have better job-satisfaction than that of women working in non-government organizations. Hence the null hypothesis (7) stating that “There would be no significant difference in the job-satisfaction of women working in government and non-government organizations” was rejected.

On the other hand working women have shown same level of job satisfaction in terms of length of experience as $t=1.00$ in insignificant as reported in table 6.3. Thus the null hypothesis (8) stating that “There would be no significant difference in the job-satisfaction women having more than 3 years and less than 3 years working experience” was accepted.

Table 4

Showing the ‘r’ between Self-concept and Job-satisfaction of working women with reference to marital status, area wise, nature of organization and length of experience

Variable studied	N	DF	Obtained ‘r’	Tabulated ‘r’		Level of Significance
				0.05	0.01	
Married working women	210	206	0.206	0.195	0.254	Significant at 0.05 level
Unmarried working women	90	86	0.282	0.304	0.393	Insignificant
Women working in Urban areas	220	216	.0480	.195	0.254	Significant at 0.01 level

Women working in rural areas	80	76	0.326	0.325	0.418	Significant at 0.05 level
Women working in Govt. Organizations	152	148	0.388	0.233	0.303	Significant at 0.01 level
Women working in Non-Govt. Organizations	148	144	0.401	0.233	0.303	Significant at 0.01 level
Women having more than 3 years of experience	194	190	0.438	0.205	0.267	Significant at 0.01 level
Women having less than 3 years of experience	106	102	0.432	0.273	0.354	Significant at 0.01 level

** Significant at 0.01 level

* Significant at 0.05 level

Interpretation:

Table 4 Self-concept and Job-satisfaction in case of married working women were found significantly relative to each other leading to the rejection of null hypothesis (9) stating that “There would be no significant relationship between self-concept and job-satisfaction of married working women”

However, the two variables i.e. self-concept and job-satisfaction were observed insignificantly related to each other in case of unmarried working women. Therefore, the null hypothesis (10) stating that “There would be no significant relationship between self-concept and job-satisfaction of unmarried working women” was accepted.

Same kind of results were reported in case of women working in rural areas, women working in government as well as non-government organizations, women having less than 3 years and more than 3 years of experience. Hence, the null hypotheses (12), (13), (14), (15) and (16) concerning to the said variables were rejected.

GENERAL CONCLUSIONS. EDUCATIONAL IMPLICATIONS AND SUGGESTION FOR FURTHER RESEARCH:

The purpose of any research study is to come out with some concrete solutions pertaining to the problem taken in hand by using different stages of research. The data analyses and its interpretations lead to drawing and most valid and justified conclusions.

From the present study the following conclusions have been derived:

1. Unmarried working women have no better self-concept than married working women because there may be no change in the way of thinking, feeling and behaving of working women after marriage.
2. Women working in rural areas have better self-concept than women working in urban areas. This may be due to the least influence of area. There may be no change in the perception of one's own characteristics and abilities because of geographical area.
3. Women working in non-government organizations also have high self-concept because both of the organizations either non-government or government provides the opportunities for working and it develops self image, self understanding and self perception.
4. Working women with more than 3 years experience have not higher self-concept than working women with less than 3 years experience because self-concept may not depend upon experience but on the individual's perception of his abilities and his status.
5. Married working women were more satisfied with their job than unmarried working women. This may be due to weak influence of marital status of the employees working in various organizations.
6. Women working in rural areas have high satisfaction than women working in urban areas because women working in rural areas have better job conditions such as safety, supportive organizational climate and due to recognition in the society because of placement.
7. Women working in government organizations were highly satisfied with their jobs because government organizations may be provided better job security leading to better job conditions.
8. Women with more than 3 years working experience were not more satisfied than women with less than 3 years working experience. This may be due to reason that organizations have more expectations from younger workers so that they pay more attention, involvement, innovation and task orientation.
9. Self-concept and job-satisfaction of married working women was significantly related with each other because married working women have exhibited high job-satisfaction on the high scale of self-concept.
10. Job-satisfaction of unmarried working women was not significantly related to their self-concept. it may be due to reason that unmarried working women have different perception of the job when compared with married women.
11. It was also concluded on the present study that the relationship between self-concept and job-satisfaction of working in urban areas was significantly because

the working atmosphere in urban area is more congenial leading to higher level of self-concept.

12. Self-concept and job-satisfaction of working women in rural areas was positively related with each other. It may be due to reason that improved facilities provided in rural sector help in understanding the job profile more satisfactory and also one gets better analysis about oneself.
13. The present study concluded that women working in a government organization were more secured and satisfied with the job conditions which also affect the self-concept of the women employee in positive direction. This means that the working women with high self-concept will have higher job-satisfaction in government organization where as low job-satisfaction is the outcome of low level of self-concept. so, there is a positive relationship between self-concept and job-satisfaction of working women in a government organization.
14. Self-concept and job-satisfaction of women working in non-government organizations were related with each other because women working in non-government organization with a low self-concept will have low job-satisfaction vice versa.
15. The result of the present study also concluded that the significant relationship between self-concept and job-satisfaction of working women with more than 3 years experience. It may be analyzed that working experience for more than 3 years among working women will certainly enhance the level of self-concept.
16. Job-satisfaction of working women with less than 3 years working experience was significantly related to their self-concept. This may be due to fact that working women who are new to the working atmosphere will have low self-concept if less satisfied with the job.

EDUCATIONAL IMPLICATIONS:

Research in education is one of the very important contributing factors in the whole complex process of education. It is fruitful only if it adds potentially to the theory and practice of education. It gives solution for existing problems and also gives direction for future.

The present study tried to pick up very practical problem, the result of which can be implemented easily but thoughtfully in following ways:

1. The findings of this study may be helpful to the organizations where women are employed as significant work force in different capacities.
2. This study will also be helpful to individual women who are somehow not satisfied with the job and working in various organizations under unfavorable job conditions.
3. The findings of the study will also make the educational planners make more aware about the reasons of low job-satisfaction of working women so that necessary reformative steps may be taken to enhance the self-concept of working women leading to satisfactory job-satisfaction.
4. This study will definitely be help administrators or executive heads with whom female staff is employed, to chalk out schemes having some incentives with an objectives to raise the levels of self-concept of working women.

5. The study will be benefited for the executive head of any organization before recruiting any women employee in such cases the assessment of self-concept and other psychological variables may be conducted to ensure the desirable level of job-satisfaction.
6. Some non-government organizations working for the welfare of women may also gets guidelines to raise the issues of women welfare at various from and design some welfare schemes for the significant population of society.
7. The study would be a great contribution for the social scientists who are very keen to do some contemporary studies on the issues pertaining to the upliftment of women.
8. The study will hopefully influence the policy makers at state and national level with special reference to the employment opportunities and working climate of women folk.
9. The findings of the study simply lead to the fact that to raise the level of productivity in any sector, we need to take care of self-concept of the employees especially women so that they feel satisfied with the work culture of that organization.
10. Building up of healthy self-concept is basically a part of emotional development. Productivity in job cannot be achieved with unresolved emotional disturbances so the employees or bureaucratic heads setting at the whelms of affair should ensure to cultivate an atmosphere of faith and confidence in the employees of nation especially women group.

SUGGESTIONS FOR FURTHER RESEARCH:

Research is never ending process, the more one plunges into the ocean of knowledge more vistas of knowledge open for him. Researches which are usually few in the field of education cannot fall all its problem. Hence more and more research is required to be undertaken. Due to heavy obstacles, present investigation also could not cover up all the dimensions of the problem.

The present study has answered few questions but also led to some other questions. Analysis of present data shows that this area needs to be explored in following areas:

1. The present study was restricted only to the working women of Punjab. It may be extended to the other states.
2. The study of self-concept and job-satisfaction may also be conducted on working men.
3. Comparative study of self-concept may also be conducted between working and non-working women.
4. Cross cultural studies may also be conducted in this area.
5. A study linking self-concept and job aspiration may also be conducted on working women.
6. The self-concept and job-satisfaction may also be studies in context advent of ICT in the field of education and other streets of development.

7. Relationship of job characteristics to job involvement. Satisfaction and intrinsic motivation may also be studied on working women.
8. A study on tribal women may also be conducted to analyze the influence of self-concept on their job preferences.
9. A study of relationship between self-efficacy and job-satisfaction may also be conducted on working women.
10. A study of self-concept and job-satisfaction among socially disadvantaged and advantaged working women.
11. Application of self-efficacy theory to understanding career and choice of behavior of qualified and unqualified working women.

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