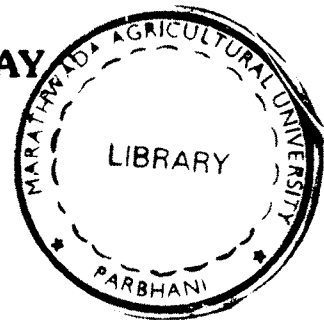


JOB SATISFACTION OF WOMEN ENTREPRENEURS

BY

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B.Sc. (HOME SCIENCE)



T 3032

DISSERTATION

*Submitted To The Marathwada Agricultural University
In Partial Fulfilment of the Requirement
For The Degree of*

Master of Science
(Home Science)

IN

HOME MANAGEMENT

DEPARTMENT OF HOME MANAGEMENT
COLLEGE OF HOME SCIENCE
MARATHWADA AGRICULTURAL UNIVERSITY
PARBHANI, 431 402 [M.S.] INDIA

1996

*
* AFFECTIONATELY DEDICATED *
* TO MY *
* BELOVED PARENTS *
* LATE SHRI KASHIRAMJI UPADHYAY *
* AND *
* KAMALA UPADHYAY *
*

CANDIDATE'S DECLARATION

I, hereby declare that this
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DATE : 31/5/96

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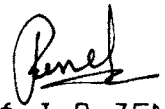
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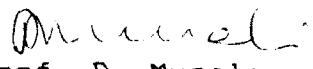
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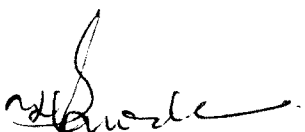

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INDEX

Sr. No.	Particular	Page No.
01	INTRODUCTION	01-4
02	REVIEW OF LITERATURE	05-20
03	METHODOLOGY	21-31
04	RESULTS AND DISCUSSION	32-70
05	SUMMARY	71-76
	LITERATURE CITED	i-vi
	APPENDICES	vii-xxvi

LIST OF TABLES

TABLE NO.	TITLE	PAGE NO.
01.	Profile of the Women Entrepreneurs in Parbhani district.	36
02	Information of Women's Industries and Business unit in Parbhani District.	40
03.	Women entrepreneur s' level of satisfaction with respect to work environment	45
04.	Women Entrepreneur s' level of satisfaction with respect to schedule of the work	47
05.	Women Entrepreneur s' level of satisfaction with respect to occupational stability	49
06.	Women Entrepreneur s' level of satisfaction with respect to work autonomy	50
07.	Distribution of respondents according to their respective enterprises and level of satisfaction	52
08.	Frequency distribution of respondents according to level of satisfaction with respect to various aspects of job.	55
09.	Home satisfaction of women entrepreneurs	57
10.	Mean and standard deviation of satisfaction Scores of women entrepreneurs' in Home and Job.	57
11.	Correlation between job satisfaction and personal family and job related variables and home satisfaction	60
12.	Correlation and linear regression of personal family and job related variables and home satisfaction.	63

TABLE NO.	TITLE	PAGE NO.
13.	Distribution of respondents according to frequency of job performance	65
14.	Women Entrepreneur s' self appraisals of job performance	67
15.	Distribution of respondents according to level of job performance.	69

LIST OF FIGURE

FIGURE NO.	TITLE	IN BETWEEN PAGE.
1.	Women industries and Business units in Parbhani District	42-43
2.	Women Entrepreneurs' level of job satisfaction	56-57
3.	Level of satisfaction with respect to various aspects of job.	56-57
4.	Women Entrepreneurs' level of home satisfaction	57-58
5.	Satisfaction level of selected women entrepreneurs in Home and Job.	67-68
6.	Correlation between level of job satisfaction and year of work experience.	61-62
7.	Correlation between job satisfaction and working hours of women entrepreneurs.	61-62
8.	Correlation between job performance and job satisfaction	61-62
9.	Correlation between home satisfaction and Income	63-64
10.	Job performance role of women entrepreneurs.	65-66
11.	Women entrepreneurs' self appraisal of job performance.	67-68

INTRODUCTION

CHAPTER - I

I. INTRODUCTION

India is country with vast human resources. The great challenge that our country faces today is the providing of adequate employment to its population. This problem is much more acute among women. A study conducted by international Labour Organisation (ILO - 1985 (Kar, 1988) revealed that unemployment among women has been increasing at much higher rate than among the men. According to one study (Chakrovarty, 1975) a large number of women reported that they have nine hours of free time per day at their disposal. This shows a tremendous waste of human resources as they spend a lot of time idle. The only alternative to solve this problem is to motive unemployed for self employment.

Entrepreneurship amongst women is a recent phenomenon. With the Socio-psycho, cultural and economic changes women are slowly entering into the field of entrepreneurship. The entrance of the women folk into this masculine area has gained glaring importance which is gradually changing the roles, responsibilities and economic status of women in society and family in particular. It is increasingly realised that enterprising women have vast entrepreneurial talents which could be harnessed so as to convert them from the position of job seekers to job givers.

For women entrepreneurs, starting and operating a business involves considerable role and difficulties because

in the Indian society women has always performed a subordinate role. Many women felt that women have to fight harder in the entrepreneurial world, business world is crude and women do not fit in here. Women entrepreneurs have to work harder than their male counterparts to prove their worth. Though the entrepreneurial world is dominated by men, increasing social consciousness about their existence and rights and the attitude of becoming economically independent has tempted women to enter into this field.

All the working women encountered many difficulties in combining home and work roles but lower economic rewards they receives relatively to working men. So, it becomes necessary to report their job satisfaction. It has been observed that women's job satisfaction is quite dependent on the intrinsic and extrinsic characteristics of their job involving hours, overtime, transportation problems and convenience dimensions of job which facilitate their dual roles.

Job satisfaction has become one of the most important aims of one's vocational career. This feature is applicable for both to male and female. Job satisfaction can result from interaction between the person on the job and the job environment. These interactions determine individuals' feelings about the job and his/her job behaviour. Perhaps, one way to define job satisfaction may be to say that it is the end state of feeling which may influence subsequent behaviour (Saiyadain, 1988). It

emphasises the fact that the feeling is experienced after a task is accomplished.

Job satisfaction is the whole matrix of job factors that makes a person like his work situation and enables him to carry out his work willingly, without distaste, thus the factors which contribute to satisfaction on job includes both the job environment consisting of several elements and the individual with his own characteristics. Studies regarding satisfaction of those on jobs and the factors affecting their satisfaction could be of value in improving the job conditions and hence the job productivity (Saraswati, 1974).

Working life is to be evaluated not simply in terms of the amount of goods turned out the productive efficiency and the profit it brings but also in terms of the satisfaction that the participants derived from it. It has been an established fact that better performance on the job is governed by the satisfaction of person over the job. This in turn governs number of factors. One of the factor is competence of the person to handle the work. Therefore, under the present study basic concept of job satisfaction was considered to be the foundation which leads to better performance. It was also assumed that satisfied women entrepreneurs with competence to handle job will definitely have better performance. Therefore, assessment of job satisfaction and performance level of the respondent may help the investigator to understand the training needs of

the women entrepreneurs to improve their competence over the job.

Faunce and Dublin (1975) have stated that people highly satisfied at work will be highly satisfied at home. One aspect of life could affect the other in either a positive or negative way. Looking at the complex relationship between home and work micro system, it is necessary to examine reciprocal influence of home on work.

(cited by Burgo & Culver)

In the context of the above aspects discussed the present investigation was undertaken with the following objectives.

1. To study personal, social and economic characteristics of the selected women entrepreneurs.
2. To assess level of job satisfaction of selected women entrepreneurs.
3. To identify factors associated with job satisfaction and job performance of selected women entrepreneurs.

REVIEW
OF
LITERATURE

CHAPTER II

REVIEW OF LITERATURE

Job satisfaction of women entrepreneurs includes the assessment of many factors within and without the job. Some of the selected aspects of job considered in the present study are work environment, work schedule, autonomy and occupational status of the women entrepreneurs. Keeping the above mentioned aspect in mind relevant literature was collected. After reviewing the literature, it was found that very little research has been done to assess women entrepreneurs' feeling about their job and its relationship to family and job attributes. So an efforts has been made to compile the literature in following categories.

- 2.1 Review related to satisfaction of women working in the government and private sectors.
- 2.2 Review related to the factors associated with job satisfaction of working women.
- 2.1 Review related to satisfaction of women working in the government and private sectors.

A report was given by Hunt, (1968) on a survey of women employment carried out by the government social survey on behalf of the Ministry of labour. The main purpose of the survey was to elucidate the reasons why women, particularly married women enter or do not enter the labour force market and also to know the level of their satisfaction in the present job. A national sample of

10,000 household was interviewed and women between the ages 16-64 years were included in the study. At the time of survey a little more than half the female population between the ages of 16-64 were employed. Nearly half of the married women were working. The results of the survey revealed that a majority of working women were satisfied. 55.4 per cent were very satisfied and 37.3 per cent were fairly satisfied. Only 1.2 per cent were very dissatisfied among all working women.

A study on "women's employment and rural development" was carried out by Bhoite (1971) in Parbhani district. Study disclosed the fact that among all the selected women employees majority of nurses i.e. 71.9 per cent were more dissatisfied with their job followed by 63 per cent Gramsevikas and 34.4 per cent teachers.

Saraswati (1972) measured job satisfaction of 85 home scientists employed as teachers in Baroda district by using the job satisfaction scale. Study showed that the respondents were well satisfied with their community and living conditions and their profession. The level of satisfaction of the teachers in the study showed fluctuations for the categories of items such as their salary, school condition and teaching load, indicating a proportion of teachers dissatisfied with their jobs. The private balwadi teachers were found most satisfied in their jobs and the college teachers the least satisfied among the four groups of respondents considered.

Singh (1972) studied the effect of outside employment on home and revealed that a large majority of women were greatly dissatisfied with the time they devoted to their children and home.

Similar study was conducted by Arora (1973) to know the family life of working women with children i.e. their extent of involvement in household chores, looking after the children and husband and extent of satisfaction that they get from it. Most women felt that their children were neglected. Most of the husbands were helpful to their wives in looking after the household chores. It was found that job does hamper in their social life. Majority of them felt restricted in discharging social obligations due to work.

Job satisfaction of women working in large, medium and small scale industries was assessed by Ramanamma and Bambawale (1987) in Bombay and Pune region by using pre-structured questionnaire. Study concluded that in both the regions, most of the women get partial satisfaction with the job they performed in the factory.

A study conducted by Gupta (1976) on job satisfaction of women workers in two Delhi electronic industries revealed that majority of the married women workers were satisfied or were in average category, a small percentage (2.4 %) were highly satisfied and no one was either dissatisfied or highly dissatisfied. As for unmarried workers, majority were in the middle category,

very few (3.8 %) were highly satisfied and the same number (3.8 %) were dissatisfied. No one was highly dissatisfied.

Ahmed (1976) studied the job satisfaction of women workers. The results indicated that a small percentage of women workers (3%) were highly satisfied, 51 per cent were satisfied and 41 per cent were moderately satisfied. Only 3 per cent were dissatisfied. No one was found to be highly dissatisfied. Majority of women workers were satisfied or were in the average category.

Stovr and Ronald (1978) observed that there was no detectable major change in the percieved satisfaction with work, life and leisure. However, they concluded that satisfaction with work is apparently becoming more highly correlated with life satisfaction more in female than male.
(cited by Manjula Thakur)

Kulkarni M.S. (1983) conducted a survey on satisfaction of home makers through employment in Parbhani city by using 5 point summated rating scale developed by Reddy and Chattopadhyay (1969). The results showed that out of 150 selected women employees majority of nurses (96.67 %) were highly satisfied with their job. Next to this, higher proportion of Doctors (83.33 %) expressed high satisfaction with their job. The percentages of teachers, clerks and private business home makers who were highly satisfied with their jobs were 76.67 per cent, 56.67 per cent 23.33 per cent respectively.

Airbara (1983) studied the family life of working women in relation to job condition, job satisfaction,

management of household work and relationship with her husband. Study was conducted in four banks of Poona. Results revealed that majority of respondents were fairly satisfied with their wages. Eighteen respondents out of 51 had complete job satisfaction and 30 had moderate satisfaction. In spite of getting tired after work a large number of respondents looked after well to their children.

Job satisfaction of Anganwadi workers and Supervisors in ICD's (Integrated Child Development Services) projects, was measured by Vijay Rattan (1984-85). In this study total 76 interviews were planned covering 12 supervisors and 64 Anganwadi workers. The results showed that most of the supervisors had general satisfaction of the working environment and most of the Anganwadi workers had adequate job satisfaction. So far as attitude of supervisory staff as their accessibility was concerned, more than 50 per cent of the respondents showed satisfaction with the attitude of the supervisors and job contents but 84 per cent of them were dissatisfied with the salary.

Job satisfaction of 140 Gramsevikas was studied by Khot et al in 1986 with the help of five point rating scale. IT was found that the Gramsevikas were not fully satisfied with any of the sub-components of job satisfaction scale. Majority of Gramsevikas expressed their satisfaction towards only one sub-component i.e. job security. They were somewhat satisfied with the professional social prestige, leave facility, service rules, professional official

prestige, incentives and rewards for good performance, salary according to job, work distribution and transfers. The gramsevikas expressed the least satisfaction towards four sub-component viz. promotion, prospects, job authority, payment of travelling allowances and vehicle facility.

Jajoo et al (1994) conducted a study of "Factors in job satisfaction of women entrepreneur" at Akola. In this study total 50 women entrepreneurs were randomly selected and data were collected with the help of schedule developed. Study concluded that the majority of the women entrepreneurs (62 %) were partially satisfied and only 22 per cent of the respondents were fully satisfied towards their job of entrepreneurship. Only 16 per cent of the women could not respond either way.

The literature reviewed in the above section, showed that the majority of the women working in government or private sector in rural as well as urban area as teacher, Doctor, Nurse, Clerks, Anaganwadi and industrial workers, Gramsevikas and business women had expressed adequate job satisfaction. However, very few studies covered the women entrepreneurs job satisfaction/dissatisfaction. Thus, it indicates that there is a scope for further researches in this area.

2.2 Review related to the factors associated with job satisfaction of working women.

Arora, Bhattacharya and others (1963) studied views of unmarried working girls on married life and job.

Results showed that nearly over half of the respondents had a defined preference to marriage as to career life.

Hunt (1968) in his report on survey of women employment found that majority of working women were in their present job for more than 3 years. The study stated that qualifications, skill and responsibility in a job encouraged women to remain in their job. The level of satisfaction was lowest and the intentions to change was highest among 16-19 years old followed by 25-29 years old, possibly indicating that these were the job changing age groups.

Bhoite (1969-71) analysed a data on job satisfaction to see whether such factors as age, marital status, caste, having young children etc. have any relevance for employees' job satisfaction. But after, careful scrutiny, it was found that no significant relationship exists between these variables and the job satisfaction. But it was seen that there exists correlation between job satisfaction of the employee and the nature of her service.

While discussing the women's two roles, Nair (1970) indicated that there is always conflict rising out of dual responsibilities i.e. responsibility of job and family. Family conflict may arise if a women involves herself totally in the job.

Hanson and Sloane studied (from 1972 to 1989) a relationship between young children and job satisfaction during three different time periods at National opinion

Research Center, Washington and suggested that young children have no effect on the job satisfaction of men or women workers regardless of time period, work status or marital status. Further they stated that it is true for women working in the labour market as well as in the home.

According to Saraswathi (1974), job satisfaction can result from the interaction between the person on the job and the job environment.

Ahmed (1976) studied factors influencing job satisfaction of women working in two electronic industries at Delhi and found that the variables such as age, education, length of service, total income, expected income, marital status and satisfaction with life situation have contributed most for the determination for the job satisfaction.

Rani (1976) on the basis of a sample from Patana city observed that all health, inflexible attitude of in-laws, unfriendly behaviour of friends and neighbours and the lack of positive support from the husband were the main factors causing dissatisfaction and role conflict among working women.

Gupta (1976) found that education, father's or husbands's income, salary, experience, home adjustments, common worries, satisfaction with life and expected income had contributed most for the determination for the job satisfaction of women workers industry. The study also probed in to the causes of job dissatisfaction. It was

found that the causes of dissatisfaction lie more in 'On-the-job' factors, rather than 'off-the job factors'. Workers' own health and sickness in the family were only two 'off-the-job' factors which were found significant in causing job satisfaction.

Clements and William (1977) explored the relationship between race and life satisfaction and they found that Blacks are less satisfied with life satisfaction than are whites. The effect of race in the determination of life satisfaction were also examined across generation. The results revealed that race was more efficient predictor of life satisfaction among older individuals than among younger person.

Andrisani (1978) found a decline in job satisfaction among continuously employed women. But Hooper (1982) in his study found that older female teachers with more teaching experience had more frequent accomplishment when working with students than did younger teachers.

Skinner and Burner (1980) reported a significant positive relationship between job satisfaction and marital satisfaction. The study reveals that work and home satisfaction are strongly related.

A study by Ferber and Birnbaum (1982) on married working women revealed that if women are dissatisfied with their marriage they were more likely to enter labour force, one might find a negative relation even if employment actually increases the marital satisfaction of these

particular women.

Aibara (1983) studied the family life of working women in relation to job condition, job satisfaction, management of household work and relationship with her husband. Study was conducted in four banks of Poona. A majority of respondents (35) stated that their working had positive effects on their children in making them more independent and promoting self development. Only six respondents felt a negative effect of insecurity and lack of protection emerged in their children. On the whole it was seen that working created positive effect on their children. There was no correlation between husband's reaction to work and job satisfaction.

Sekaran (1983) found that job satisfaction was related to life satisfaction in the same way for both men and women, job satisfaction was directly related to lack of stress in currying out multiple roles and recognition and support for being both a carrier and family person.

According to Kulkarni (1983) income of the family was positively correlated with job satisfaction in professional cadre of clerk, nurse and highly correlated with satisfaction in the professional cadre of teacher, nurse and private business homemakers. In her study, education of home makers confirmed high correlation with related satisfaction of private business home makers. Length of service of homemakers showed negative correlation with job satisfaction of clerks and nurses and related

satisfaction of private business homemakers. Number of family members were negatively correlated with job satisfaction of clerks. Only in the professional cadre of private business, the age of homemaker was found highly correlated with related satisfaction.

Near and Smith (1983) studied the relationship between job satisfaction and life satisfaction using regression analysis, which control the effect of satisfaction with domains other than the job and conditions associated with the work place and with life away from work. Job satisfaction variables included perceived job satisfaction (e.g. comfort, challenge, promotion opportunities) as well as items less subject to inaccurate reporting (e.g. occupational prestige, hours spent per week on main job and income). Non work satisfaction variables, included among others family relations variables. (e.g. number of children, closeness of relations with parents and childrens. Based on the assumption that job satisfaction represented a large and meaningful component of life satisfaction focus was given on job satisfaction. From the results obtained it was found that the job satisfaction components of life satisfaction represented about 1 per cent of the total variance explained in life satisfaction, relative to all other components of life satisfaction. One of the factor responsible for this finding was the relationship between job satisfaction and other components of life satisfaction.

A study conducted by Hisrich and Brush (1984)

showed that the women entrepreneurs considered themselves to be excellent at ideal generation, product innovation and dealing with people, average in marketing and business operations and weak in finance.

Kaur and Punja (1986) studied the pattern of performance of household work by the employed women and their level of satisfaction with home roles. The findings suggested that small family size, good health, adequate family income and grown up children were the main factors promoting satisfaction level of the working women in respect of her home role performance.

Rudd and Mckenry (1986) explored the relationship between job satisfaction and selected family variables that might constrain or enhance the job satisfaction of employed mothers. Results indicated that families' impact on the mothers employment actually account for more of the variations in job satisfaction than variables associated with the nature of or involvement in work outside the home.

Holley and Kirkpatrick (1987) investigated the relationship between job satisfaction and stress; and job satisfaction and demographic variables of home Economic teachers. The study found that there was no relationship between job satisfaction and stress. It also revealed that job satisfaction is not related to demographic variables.

Steffy and Jones (1988) investigated the independence of three commitment types : community, career and organisational commitments among married female nurses

career commitment was greater among married female nurses who were satisfied with their marriage, Community commitment was lower among nurses with more children who earned more than their husbands organisational commitments was greater among nurses who were in greater financial need, who earned more than their husbands.

Chrohan et al (1989) conducted a study on characteristics and well being of white and black women at mid life. The samples were drawn from two national surveys. Results indicated that job satisfaction was positively related to life satisfaction for both the groups.

Burge and Culver (1989) studied the Reciprocal Relationship between work and home satisfaction by surveying 168 home economic teachers in Virginia. From responses to the survey, it was concluded that the relationship between home satisfaction and work satisfaction was significant and home satisfaction had a greater effect on work satisfaction than work on home.

A study on 'Economic contribution of homemakers through household production was conducted by Nikhade and Patwardhan (1990) in Nagpur city. Eighty homemakers was selected for this study. The result showed one third (33.75 %) homemakers were engaged in preparation of the various types of eatables. Maximum homemakers were engaged in stitching and knitting (43.75%) while more than one fifth (22.50%) were engaged in the preparation of crafts and other items. It was also seen from this study that out of five

factors. i.e. Age, education, family income, type of family, size of family among them only two factors i.e. family were significantly associated with types of household production.

Wieringa(1990) studied role conflict between the two sexes and attribute preference among them. There were 155 men and 161 women all married with children. The study revealed that working mothers experienced more role conflict between work and home than did their male counterparts. Secondly, males and females differed significantly on three attributes i.e working conditions, parental support and career orientation. There were no differences in the intrinsic factor.

Rajshekhar, Bharati and Reddy (1991) conducted a study to find out whether men and women differ in their job satisfaction. The sample of the study comprised 70 men and 70 women clerks working in different offices in Tirupati. The kanungo job satisfaction questionnaire was used to measure the job satisfaction of the sample. The results showed that the job satisfaction of both men and women was considerably high. However, the job satisfaction of women was higher than that of the men, but no significant difference was found. Also, there was no significant difference between the higher and lower age groups in relation to job satisfaction.

Repetti and cosmus (1991) studied correlational design used on 440 non managerial bank employees. In this 93

per cent respondents were women. The average respondents were in their early thirties. The results revealed that there is moderate relation between the quality of social environment of work and individual job satisfaction. The results were also consistent with the hypothesis that job satisfaction is more strongly linked to the quality of supervisor relations than to relations with co-workers. the common social environment was better predictor of job satisfaction than was the individual social environment.

Blegen (1993) studied the relationship between Nurses' job satisfaction and the variable most frequently associated with it. A meta-analysis of data from 48 studies with a total of 15048 subjects revealed that job satisfaction was most strongly associated with stress and organisational commitment, age education, tenure and professionalisation indicated low correlation.

Katherine and Mary (1994) studied factors affecting job satisfaction of Nurses who work in long-term-care. Reasons identified for dissatisfaction with job were poor staff cohesiveness, poor staffing, tremendous work load and poor working relationship.

Jajoo, Mahajani and Kulkarni (1994) concluded that there was no association between variables such as physical environment, pleasure and monetary return through business and job satisfaction of women entrepreneurs. Further they stated that this may be due to the fact that when women entrepreneurs in view of their ambitious nature and level of

aspirations were after the name and fame in all areas of their work.

A study by Manjula Thakur (1994) at Muzaffarpur city of North Bihar revealed that there was no significant correlations between life satisfaction and job satisfaction of the employed wives with life satisfaction being more than job satisfaction. Her findings tend to strengthen the fact that the employed wives in our country are burdened to shoulder dual responsibilities of home and job.

This section of the review dealt with the studies related to various reasons/factors that lead to satisfaction/dissatisfaction of working women. Many studies have shown that working women are more satisfied with their job as well as family. Studies conducted to show the relationship between job satisfaction and family satisfaction revealed that job satisfaction was independent of family satisfaction or vice-versa. Many studies emphasized that the main reason for the dissatisfaction of working women was stress created due to multiple role they performed. Association between demographic characteristics and job satisfaction of working women was not significant in many studies.



METHODOLOGY

CHAPTER III

METHODOLOGY

The main focus of the study was to assess the level of job satisfaction and job performance of the selected women entrepreneurs from Parbhani district. The present chapter includes the methods and procedure used to measure dependent and independent variables included under the present investigation. The same has been presented under the following sub-heads.

- 3.1 Locale of the study
- 3.2 Sampling procedure
- 3.3 Developing interview schedule
- 3.4 Collection of data
- 3.5 Measurement techniques and variables used in the study.
- 3.6 Statistical analysis
- 3.1 Locale of the study

The present investigation was conducted in the Parbhani district of Maharashtra state. This district consist of twelve talukas viz. Gangakhed, Jintur, Palam, Pathri, Hingoli, Kalamnuri, Parbhani, Basmat, Selu, Purna, Aundha-Nagnath and Sengaoon. Selected business and Industrial units in this study were found to be located at five places viz. Parbhani, Basmat, Gangakhed, Jintur and Manwat.

3.2 Sampling procedure

For deciding the sample size pilot survey of five respondents was conducted. Based on the responses obtained in survey, mean and standard deviation of selected important variables was calculated and total sample size was decided.

The enterprises which are registered by women at district Industry Centre (DIC) and Government Labour Office Parbhani were the subjects of the survey. The list of small scale industry and business units registered by women entrepreneurs for financial assistance at District Industry Center (DIC) Parbhani, since the time of its establishment (i.e. from 1986) was procured. The list comprised of seventy women enterprises. Apart from this information was collected about thirty five women entrepreneurs who have established their enterprises by registering the unit at Government Labour Office in Parbhani city and these subjects were included in the total sample. Therefore, the total sample on which the results are based were 105 self employed women from Parbhani district. Details of the industries and business units visited are given in Appendix-I.

3.3 Developing Interview Schedule

The responses were obtained with the help of interview schedule specially designed for the purpose of the present study. Before finalising the schedule it was pretested by interviewing five respondents. After pretesting necessary correction were made for the data collection. The final schedule is given in Appendix-II.

3.4 Collection of Data

Data were collected by administering the pretested interview schedule. All the selected women entrepreneurs were interviewed individually in the shop/manufacturing/service units, during working hours, the questions were asked in marathi, the local language personally by the investigator. The data were directly recorded in the schedule.

3.5 Measurement Techniques and Variables used in the Study

A detailed discussion regarding the various variables selected for the study, their general categorisation and procedure followed for measurement of variables is presented under this section.

3.5.1 Measurement of Dependent variables :

3.5.1.1 Job Satisfaction

The job satisfaction under present study was concerned with the degree to which women entrepreneurs were satisfied or dissatisfied on the selected aspects of the job. Assessment of job satisfaction of women entrepreneurs was done by using scale inventory technique. A scale adapted by Burgo and Culver (1989) for measuring job satisfaction of home economic teachers (Developed by Felstehausen, Glosson and Cauch in 1986) was modified and used in the present study. Scale was adapted by checking sub scale items in terms of their suitability to selected subjects and their occupation with experienced social scientists engaged in teaching for more than ten years.

Job satisfaction of women entrepreneurs was assessed in terms of four sub scales items such as work Autonomy, occupational stability, work schedule and Environment. Explanations and meaning of these terms considered in the present study is as follows.

(I) Work autonomy : Work autonomy is the quality of being self-governing which offers an opportunity to a person to work independently. it is a condition which shows control of an individual over the job.

(II) Occupational Stability : It is an extrinsic characteristic of the job which is generally determined in terms of money return through job, prestige of the job and extent to which product/ service is appreciated by the customers and economic status of the family of the incumbent

(III) Work Schedule : Work schedule in the present study indicated the working hours of the respondents, their perceived exertion on the job and all the related convenience factors of the job.

(IV) Work Environment : Work environment of the entrepreneurs is the assessment of the nature of enterprise including various extrinsic and intrinsic factors. Extrinsic factors are space, tools and equipments available in the unit, their repairing and maintenance and entrepreneurs actual involvement in job performance. Intrinsic factors are challenge and opportunities offered by the job to use all the self abilities.

Each sub-scale item viz. work autonomy,

occupational stability, work schedule and environment consisted of varying number of items from 6 to 14. A general question for all the above mentioned aspects of job, how satisfied are you with your job? was asked to identify the actual job satisfaction level of each respondent. These responses were also scored on five point scale as highly satisfied, moderately satisfied, undecided, dissatisfied and highly dissatisfied. Score assigned to these categories were 5, 4, 3, 2 and 1 respectively. Weighted mean satisfaction score was calculated by using formula given below (Kaur and Punia, 1986).

$$X = \frac{\sum OSY}{N}$$

$\sum OSY$ = Summation of the observed scores for the item of ith respondents.

N = Number of ith item.

Overall job satisfaction of the respondents consists of the sum of responses to the selected four aspects of job. The maximum weighted mean satisfaction score obtained was five and one was the minimum. To show the level of satisfaction of the women entrepreneurs, the categorisation based on total score was used in the study which is as follows.

<u>Level of satisfaction</u>	<u>score</u>
Highly satisfied	4 - 5
Moderately satisfied	3 - 4
Undecided	2 - 3
Dissatisfied	1 - 2
Highly dissatisfied	less than 1

3.5.1.2 Job performance :

Job performance is the manner and extent to which the different jobs are being performed in a given situation. To determine job performance of women entrepreneurs six main job areas were considered viz. purchasing of raw materials and equipment's designing and manufacturing of the products, account keeping and repair and maintenance. There were total eleven items in the scale. Each respondent was enquired about how well and frequently she performs her job. The responses for job performance were recorded on five point scale (Dakhore, 1994) as most efficient, more efficient, efficient, less efficient, least efficient and the score assigned to these categories were 5, 4, 3, 2, and 1 respectively. The frequency of the job performance was calculated by assigning score 5 for always, four for most often, three for often, two for sometimes and one for never. The job performance of each items was decided by multiplying respective scores of the levels of job performance and frequency of the job performance. Total score of each respondent was calculated by summarising the score of each items. Twenty five was the maximum and one was the minimum expected score by an individual respondent. Depending upon maximum and minimum score expected as per the scale, the categorisation was made as follows.

<u>Level of job performance</u>	<u>Score</u>
Most efficient	20 - 25
More efficient	15 - 20
Efficient	10 - 15
Less efficient	05 - 10
Least efficient	below 5

3.5.1.3 Home satisfaction :

A scale adapted by Burgo and Culver (1989) for measuring home satisfaction of home economic teacher was modified and used in the present study to assess home satisfaction of women entrepreneurs. The scale consisted of five main sub-scale items such as family cohesiveness, family schedule, outside support received, material possession by the family and child development. There were total nine items in the scale. The responses were recorded on the five point scale such as highly satisfied, moderately satisfied, undecided dissatisfied and very much dissatisfied and score assigned to these categories were 5, 4, 3, 2 and 1 respectively. The maximum score of the scale was five and one was minimum. The method of categorisation based on total score was as follows

<u>Level of satisfaction</u>	<u>score</u>
Highly satisfied	4 - 5
Moderately satisfied	3 - 4
Undecided	2 - 3
Dissatisfied	1 - 2
highly dissatisfied	less than 1

3.5.2 Independent variables :

3.5.2.1 Age : Age was measured on the basis of the actual chronological age as reported by respondents. The respondents were grouped into following three categories. The minimum age of the respondent was 20 and 52 was the maximum,

1. 20 - 29 years (Mean - SD)
2. 29 - 41 years (Mean + SD)
3. 41 - 52 years (More than Mean + SD)

3.5.2.2 Education : For measurement and categorisation of this variable, the education level as given by the respondent was taken as the basis and they were classified as follows.

- | | |
|---------------------|---------|
| 1. Illiterate | 0 |
| 2. Primary | 1 - 4 |
| 3. Middle school | 5 - 7 |
| 4. High school | 8 - 10 |
| 5. Higher secondary | 11 - 12 |
| 6. Graduate | 13 - 15 |
| 7. Post graduate | 16 - 18 |

3.5.2.3 Family Income : The family income level as given by the respondents was taken as the basis and they were classified statistically by using standard deviation and mean into following groups in which Rs. 2000 was the minimum and Rs. 18,000 was the maximum income of the family.

1. Rs. 2,000 - 4,550 (Mean - SD)
2. Rs. 4,550 - 9,816 (Mean + SD)
3. Rs. 9816 - 18000 (more than Mean + SD)

3.5.2.4 Monthly average profit : The monthly average profit as given by the respondents was taken as a basis and the method of categorisation was based on mean \pm standard deviation. The minimum average profit was Rs. 100 and Rs. 10,000 was the maximum average profit. The following income categories were used in the study.

1. Rs. 100 - 950 (Mean - SD)
2. Rs. 950 - 4620 (Mean + SD)
3. Rs. 4620 - 10000 (more than Mean + SD)

3.5.2.4 Spouse's Income : The monthly income of the husband as given by the respondent was taken as the basis and the following income categories were used in the study in which Rs.1,000 was minimum and Rs. 15,000 was the maximum monthly income of the respondents.

1. Rs.1000 - 2549 (mean - SD)
2. Rs.2549 - 6593 (mean + SD)
3. Rs.6593 - 15000 (more than Mean + SD)

3.5.2.5 Socio-economic Status : Socio-Economic status of the respondents was assessed by using a modified scale developed by Bawgire (1984). The scale consisted of eight sub-scale items such as Education of an entrepreneur. Type of family, family income, ownership of the house, material possession by the family, sources of information used, entrepreneurs⁹ social participation and land holding. On the basis of maximum score the following groups were made.

<u>Socio-Economic status</u>	<u>Score</u>
1. Low economic status	(1 - 3)
2. Middle economic status	(3 - 7)
3. High economic status	(7 - 13)

Apart from all the above mentioned variables, family size, types of family, marital status of an entrepreneur were also considered in the present study as a independent variables.

3.5.2.6 Statistical analysis :

The data were further analysed to find out the correlation co-efficient between selected personal, social and economical variables with level of job satisfaction and performance. The extent of relationship existing between two variables was calculated by using following formula of correlation of coefficient developed by pearson (1956).

$$r = \frac{\frac{\sum dx \cdot dy}{n} - \frac{(\sum dx)^2}{n} \times \frac{(\sum dy)^2}{n}}{\sqrt{\left[\frac{\sum dx^2}{n} - \frac{(\sum dx)^2}{n} \right] \left[\frac{\sum dy^2}{n} - \frac{(\sum dy)^2}{n} \right]}}$$

where,

- r = correlation of coefficient
- dx = Deviation of item values of x series from its assumed average.
- dy = Deviation of item values of y series from its assumed average
- dx.dy = product of dx.dy
- n = number of pairs
- dx² = Sum of squares of deviation of its items values of x series from its assumed average.
- dy² = Sum of the square of deviation of item values of y series.

The "r" values calculated were then compared with tabular values of correlation of co-efficient of different level of significance.

'Z' test was applied to find difference between two variables viz. Home satisfaction and job satisfaction.

$$Z = \frac{m_1 - m_2}{\sqrt{\frac{sd_1^2 + sd_2^2}{n}}}$$

where,

m_1 = Mean of first sample

m_2 = Mean of second sample

sd_1 = Standard deviation of m_1

sd_2 = standard deviation of m_2

n = sample size

RESULTS AND DISCUSSION

CHAPTER IV

RESULTS AND DISCUSSION

Self employed women who have registered their business, manufacturing and industry units at District Industry Centre and Government labour office of Parbhani district constituted the total sample of this study. The investigation was undertaken mainly to assess the extent of job satisfaction of women entrepreneurs in Parbhani district. The results obtained are presented under the following heads.

4.1 Profile of the women entrepreneurs in Parbhani district

4.2 Information of the selected women industry and business units.

4.3 Assessment of level of satisfaction with respect to selected aspects of job and home.

4.4 Factors related to selected aspects of job and home satisfaction.

4.5 Women entrepreneurs' self appraisal of job performance and correlation analysis with related variables.

4.1 Profile of the women entrepreneurs in Parbhani district

Distribution of respondents as per the personal, social and economic characteristics has been presented in Table 1(A) and as per the job related variables in Table 1(B).

4.1.1 Age : Table 1 indicates that the majority of the selected women Entrepreneurs (79%) belonged to the 29 to 41

years age group. An average age of the respondents was 35 years. The lower value of standard deviation obtained for the age i.e. 5.92 indicates homogeneity in the age of the selected sample. Very few per cent of women entrepreneurs (4.76%) belonged to the age group of 41 to 52 years. Whereas 17 per cent women entrepreneurs were from the youngest age group of 20 - 29 years.

4.1.2 Education : Maximum respondents 38.01 per cent were found to be educated up to higher secondary and 36.19 per cent were educated up to high school level. Percentage of respondents in the category of graduate and post graduate was 16.19 and 5.71 respectively. In the each category of illiterate and primary school education only one respondent was noted. On an average education of the respondents was up to higher secondary level (12.04).

4.1.3 Marital status : All the selected respondents (104) were married except one.

4.1.4 Monthly Income of the Family : Maximum respondents (79.05%) in the present study belonged to middle income group i.e. Rs. 4,550 to 9,816 per month. Thirteen per cent respondents belonged to the higher income group i.e. of Rs. 9,816 to 18,000 per month. Whereas 7.62 per cent families were in the lower income group i.e. Rs.2,000 to 4,550 per month. An average income of the selected families of the respondents was Rs. 7,183.80 per month. The value of the standard deviation i.e. 2633.11 shows the higher fluctuations in the family income of the respondents. The

selected sample was highly heterogeneous with respect to the family income.

4.1.5 Type of family : Majority of the respondents i.e. 97.14 per cent were from the nuclear type family whereas 2.86 per cent belonged to joint families.

4.1.6 Family size : Majority of the respondents i.e. 96.19 per cent were having 2 to 5 members in their families, whereas 3.81 per cent families comprised of 5 to 8 members.

4.1.7 Spouse's Income : The maximum per cent of the respondents (81.90%) had shown their spouse's income ranging between Rs. 2541 to 6593. Whereas 15.24 per cent respondents spouse were earning Rs. 6593 to 15,000 per month. An average monthly income of the respondents' spouse was Rs. 4511.42. The selected sample was highly heterogeneous with respect to the monthly income of their spouse (SD=2022).

4.1.8 Socio-economic Status : Socio-economic status of majority (65%) of the respondents' families was middle. Percentage of respondents belonging to high socio-economic status was 34.28. None of the selected women entrepreneurs in the present study belonged to low socio-economic status family. An average score (5.43) of socio-economic status with low value of standard deviation (2.28) indicates that the sample was homogeneous with respect to socio-economic status of the selected families in the present study.

4.1.9 Year of Establishment : Majority of the business and manufacturing units (75.25%) selected in the present

study were found to be established during the year 1987 to 1993 i.e. 3 to 9 years of establishment and 8.59 per cent women enterprises were recently started i.e. 2-3 years back during 1993 to 1996, only 16.19 per cent enterprises were established during 1981-87 i.e. 9 - 15 years old. This data signifies that women entrepreneurial development in Parbhani district, Started during 1981-87 and become faster after 1987 onwards. It can be concluded that the majority (75.25%) of women entrepreneurs work experience had ranged between 3 to 6 years.

4.1.10 Average Profit per Month : Average monthly profit earned by majority of the respondents (80.95%) was moderate i.e. between the range of Rs. 950 to 4,632 whereas only 16.19 per cent respondents' monthly profit from the business was higher i.e. between Rs. 4,632 to 10,000, very few respondents (7.62%) belonged to low profit group i.e. Rs. 100 to 950 per month. Standard deviation calculated for the respondents' monthly profit (1841.04) signified that average monthly profit of the respondents was differing from each other with higher range.

4.1.11 Category of Enterprise : Majority of the selected women enterprises in Parbhani district were found to be registered as individual unit. None of the enterprise was registered on partnership or co-operative basis.

4.1.12 Type of Enterprises : Majority of women entrepreneurs (43.81) were found to be involved more in manufacturing unit followed by 38.1 per cent in Business

Table 1 : Profile of the women Entrepreneurs in Parbhani District

A.

Personal individual and family variables		frequency percentage	mean	SD
AGE	20-29 yrs	17 (16.14)		
	29-41 yrs	83 (79.05)	35.08	5.92
	41-52 yrs	05 (04.76)		
EDUCATION	Illiterate	01 (0.95)		
	Primary	01 (0.95)	12.04	2.86
	Middle	02 (01.91)		
	High school	38 (36.14)		
	Higher secondary	40 (38.01)		
	Graduate	17 (16.19)		
	Post graudate	06 (5.71)		
MARITAL STATUS	Married	104 (99.05)		
	Unmarried	01 (00.95)		
	Widow	--		
MONTHLY INCOME OF THE FAMILY				
	Rs.2000-4550	08 (07.62)		
	Rs.4550-9816	83 (79.05)	7183.80	2633.1
	Rs.9816-18000	14 (10.33)		

Contd...

Personal	individual and family variables	frequency percentage	mean	SD
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TYPE OF FAMILY

Nuclear	102 (97.14)		
Joint	03 (02.86)	1.02	0.1674

FAMILY SIZE

3 TO 5	101 (96.19)		
5 TO 8	04 (03.81)	1.03	0.1923

SPOUSE'S INCOME

Rs.1000 - 2549	03 (2.86)		
Rs.2549 - 6593	86 (81.90)	4571.42	20.22
Rs.6593 - 15000	16 (15.24)		

SOCIO-ECONOMIC STATUS OF THE FAMILY

LOW	--		
Middle	69 (65.71)	5.43	2.28
High	36 (34.28)		

B.

Personal	Job related variables	frequency percentage	mean	SD
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YEARS OF ESTABLISHMENT

1981 - 87	(9-15)	17 (16.19)		
1987 - 93	(3 -9)	79 (75.24)	6.4857	2.6316
1993 - 96	(2-3)	09 (8.59)		

Contd...

AVERAGE PROFIT PER MONTH

Rs.100 to 950	08 (7.62)		
Rs.950 to 4632	85 (80.95)	2791.42	1841.04
Rs.4632 to 10000	12 (11.43)		

CATEGORY OF ENTERPRISE

Individual	105 (100.00)
Partnership	--
Co-operative	--

TYPE OF ENTERPRISE

Manufacturing unit	46 (43.81)
Service unit	19 (18.10)
Business unit	40 (38.10)

AVERAGE WORKING HOURS

2 - 4	16 (15.24)		
4 - 7	75 (71.43)	6.23	1.73
7 - 13	14 (13.33)		

(Figures in parenthesis indicate percentages)

unit and only 18.1 per cent in service unit.

4.1.13 Average working hours : Table indicates that very few respondents i.e. 13.33 per cent were spending maximum i.e. 7 to 13 hrs for their business. Whereas only 2 to 4 hours involvement i.e. lowest involvement was shown by the 15 to 24 per cent women entrepreneurs in their work. On an average 6.23 hrs were spent by majority of the respondents for the entrepreneurial activities.

4.2 Information of the selected Women industries and business units in Parbhani district.

Distribution of the industry and business units visited according to type of enterprises, starting investment, working capital, annual turnover, government help received in terms of loan and average profit earned per month has been given in the Table 2 and illustrated in Fig. 1. As it is seen in the figure that, maximum respondents i.e. 26.67 per cent were found to be involved in ready made garment shop followed by 18 and 17 percent respondents in beauty parlour and papad and masala udhyog respectively. The percentage of women entrepreneurs engaged in flour mill and chilli grinding unit, printing press was similar i.e. 3.81 per cent, whereas tailoring and Xerox unit, bangle store and ice candy factory was run by 2.86 per cent women. Photographic unit, R.C.C. pipe, tile, perfumery work, plastic and ploythelene industries were also managed by selected women entrepreneurs. In each category of these industries only one women entrepreneur was noted.

Table. 2 : Information of Women's industries and business units in Parbhani District

Sr. No.	Type of enterprise	Frequency & percentage	Starting investment			Working capital			Average profit/m				Cost of tools equipment				Annual turn over				Help taken from Government			
			1000 to 15000	15000 to 30000	30000 to 50000	1000 to 20000	20000 to 50000	50000 to 80000	1000 to 3000	3000 to 6000	6000 to 10000	10000 to 20000	2000 to 6000	6000 to 10000	10000 to 20000	20000 to 40000	40000 to 60000	60000 to 100000	100000 to 200000	200000 to 400000	400000 to 500000	5000 to 15000	15000 to 30000	30000 to 50000
1.	Beauty parlour	19 (18.09)	15	04	---	---	18	01	15	04	---	16	03	---	12	07	---	---	---	---	01	---	---	---
2.	Bangle store	03 (2.86)	02	01	---	01	02	---	02	01	---	---	---	---	02	---	---	---	---	---	02	---	---	---
3.	Ready made garments shop	28 (18.09)	15	03	10	---	17	11	20	08	---	---	---	---	---	20	08	---	---	---	15	13	---	---
4.	Printing press	04 (3.81)	02	02	---	---	04	---	03	01	---	---	03	01	---	04	---	---	01	---	---	---	03	---
5.	Tailoring unit shop	03 (2.86)	03	---	---	03	---	---	03	---	---	03	---	---	03	---	---	---	---	---	03	---	---	---
6.	R.C.C. pipe factory	01 (0.95)	---	01	---	---	01	---	---	01	---	---	01	---	---	---	01	---	---	---	---	---	---	10
7.	Ice candy factory shop	03 (2.86)	02	01	---	02	01	---	02	---	01	02	01	---	02	---	01	---	---	01	01	02	---	---
8.	Photographic unit	01 (0.95)	01	---	---	01	---	---	---	---	01	---	---	---	---	01	---	---	01	---	01	---	---	---
9.	Tile factory	01 (0.95)	---	01	---	---	01	---	---	---	01	---	---	---	---	---	01	---	---	---	01	---	---	---
10.	Leather bag making	01 (0.95)	01	---	---	---	01	---	01	---	---	---	---	01	---	01	---	---	---	---	01	---	---	---

contd...

Table. 2 : Information of Women's industries and business units in Parbhani District

Sr. No.	Type of enterprise	Frequency & percentage	Starting investment			Working capital			Average profit/m			Cost of tools equipment			Annual turn over			Help taken from Government		
			1000 to 15000	15000 to 30000	30000 to 50000	1000 to 20000	20000 to 50000	50000 to 80000	1000 to 3000	3000 to 6000	6000 to 10000	2000 to 6000	6000 to 10000	10000 to 20000	20000 to 40000	40000 to 60000	60000 to 100000	5000 to 15000	15000 to 30000	30000 to 50000
1.	Beauty parlour	19 (18.09)	15	04	---	---	18	01	15	04	---	16	03	---	12	07	---	01	---	---
2.	Bangle store	03 (2.86)	02	01	---	01	02	---	02	01	---	---	---	---	02	---	---	02	---	---
3.	Ready made garments shop	28 (18.09)	15	03	10	---	17	11	20	08	---	---	---	---	20	08	---	15	13	---
4.	Printing press	04 (3.81)	02	02	---	---	04	---	03	01	---	---	03	01	---	04	---	---	03	---
5.	Tailoring unit shop	03 (2.86)	03	---	---	03	---	---	03	---	---	03	---	---	03	---	---	03	---	---
6.	R.C.C. pipe factory	01 (0.95)	---	01	---	---	01	---	---	01	---	---	01	---	---	---	01	---	---	01
7.	Ice candy factory shop	03 (2.86)	02	01	---	02	01	---	02	---	01	02	01	---	02	---	01	01	02	---
8.	Photographic unit	01 (0.95)	01	---	---	01	---	---	---	---	01	---	---	01	---	01	---	01	---	---
9.	Tile factory	01 (0.95)	---	01	---	---	01	---	---	---	01	---	---	---	---	---	01	01	---	---
10.	Leather bag making	01 (0.95)	01	---	---	---	01	---	01	---	---	---	01	---	---	01	---	01	---	---

contd...

Sr. No.	Type of enterprise	Frequency & percentage	Starting investment		Working capital		Average profit/m		Cost of tools equipment		Annual turn over		Help taken from Government						
			1000 to 15000 to 30000to 15000	30000 50000	1000 to 20000 to 50000to 20000	50000 80000	1000 to 3000 to 6000to 3000	6000 10000	2000 to 6000 to 10000to 20000	1000 to 20000 to 40000to 20000	40000 60000	5000 to 15000 to 30000to 15000	30000 50000						
21	Colour lab.	01 (0.95)	--	01	--	--	--	01	--	01	--	--	01	--	--				
22	Flour mill	04 (3.81)	02	--	02	--	--	04	--	02	04	--	02	02	--				
23	Chilli grinding units	04 (3.81)	02	--	04	--	04	--	02	02	04	--	04	--	--				
24	Knitting	02 (1.91)	--	02	--	02	--	02	--	02	02	--	--	01	01				
Total.. 100%			69	25	11	39	53	73	29	93	47	22	05	33	60	15	51	31	06
Percentage			65.71	23.81	10.47	37.14	50.48	69.52	27.62	2.86	44.76	29.95	4.76	28.57	57.14	14.28	48.57	29.52	5.71

- | | |
|-------------------------|--------------------------------|
| 1) Beauty Parlour | 13) Leather Bag Making |
| 2) Tailoring Unit | 14) Chalk Factory |
| 3) Papad & Masala Ind. | 15) Pharmaceutical shop |
| 4) Readymade Garments | 16) Perfumery Inds. |
| 5) Flour Mill | 17) Electrical Appliance Shop. |
| 6) Chilli Grinding Unit | |
| 7) R.C.C. Pipe Factor | 18) Seed shop |
| 8) Knitting | 19) Polythelene Factory |
| 9) Printing press | 20) Bangle store |
| 10) Ice Candy Factory | 21) Xerox |
| 11) Photographic | 22) Pepsi Unit |
| 12) Tile Shop | 23) Plastic Products |
| | 24) Colour Lab. |

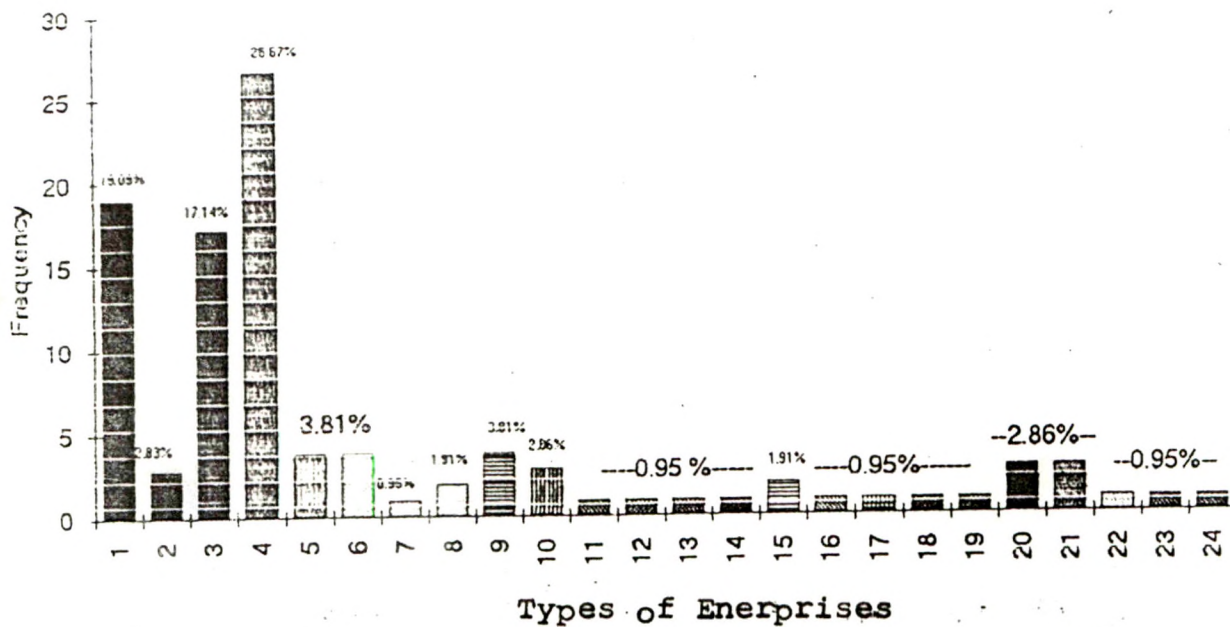


Fig.1. Women Industries and Business Units In Parbhani Dist.

Data on initial investment, present working capital and annual turnover indicated that ready made garment business required highest amount of investment followed by seed shop, R.C.C. pipe, tile, ice candy, pepsi and plastic industries. But in terms of profit earned, tile and ice candy factory and photographic units were highest followed by beauty parlour, ready made garment shop, printing press, flour mill, papad and masala udhyog and Xerox units. Table shows that out of 105 women business units studied, 88 number of units had taken help from government in terms of loan ranging from Rs.10,000 to 50,000.

Data reveals that on an average initial investment required for maximum enterprises (65.71%) ranged between Rs.10,000 to 15,000 and average profit earned by maximum entrepreneurs (69.52%) ranged between Rs.100 to 3,000 per month.

Information depicted in table 2 has clearly brought out the fact that most of the women entrepreneurs have selected the enterprises that requires working capital within Rs.50,000 and that can be managed conveniently within the house such as beauty parlour, ready made garments shop, papad and masala Udhyog. These findings are in the line with the study reported by Jajoo et al (1994) regarding women entrepreneurs of Vidharbha regions.

4.3 Assessment of level of satisfaction with respect to selected aspect of Job and Home :

4.3.1 Satisfaction with respect to selected aspects of job

4.3.1.1 Women Entrepreneurs' level of satisfaction with respect to work Environment :

Level of satisfaction perceived by women entrepreneurs while working in their enterprise has been assessed in terms of selected extrinsic and intrinsic factors of work environment and are presented in Table 3. Table shows that majority of the respondents (80%) were highly satisfied with the certainty of the enterprise, their extent of involvement in performing the job and challenge of the job.

Further, table indicates that maximum respondents had perceived moderate satisfaction with respect to existing working condition (49.5%) and opportunities offered by nature of job to use self abilities (48.57%). Regarding the same aspect, the percentage of respondents i.e. 34.28 and 41.91 were noted in the highly satisfactory group which were comparatively low and respective percentages i.e. 7.62 and 12 to 38 of respondents were found uncertain. Negligible percentages of respondents were dissatisfied.

Thus it can be concluded that the selected respondents were highly satisfied with 3 aspects of work environment out of five. Whereas about the two aspects they were moderately satisfied.

Table 3 : Women entrepreneurs Level of satisfaction with respect to work environment

		Frequencies and Percentages of respondents				
Sr. No.	Sub-scale items	Highly satisfied	Moderately satisfied	Undecided	Dissatisfied	highly dissatisfied
1.	Existing working conditions	36 (34.28)	52 (49.52)	13 (12.38)	04 (3.81)	--
2.	Certainty in the enterprises	84 (80.00)	18 (17.14)	03 (2.86)	--	--
3.	Challenge offered by the job	63 (60.00)	41 (39.05)	01 (0.95)	--	--
4.	Apportunity of use self abilities	44 (41.91)	51 (48.57)	08 (7.62)	--	02 (1.90)
5.	Extent of involvment in performing the job	70 (66.67)	33 (31.44)	02 (1.90)	--	--

(Figures in Parenthesis indicate percentages)

4.3.1.2 Women entrepreneurs' level of satisfaction with respect to work schedule

Table 4 depicts level of satisfaction expressed by women entrepreneurs regarding work schedule in their enterprises. It is clear from the table that, all the respondents interviewed in the present study were satisfied with the all aspects of work schedule implemented in their enterprise except few. Percentages of respondents in the highly satisfied category ranged between 59 to 62 for the sub-scale items such as convenience and number of hours spend in enterprise and home. Very few respondents (1.90 to 2.86%) had opined that their satisfaction regarding work schedule was undecided. Whereas negligible percentage of respondents were noted for dissatisfaction category for these sub scale items.

Percentage of respondents i.e. 72.38 was maximum in a group of moderately satisfied with respect to women's social participation as entrepreneur. With the same aspect, 2.86 per cent respondents were dissatisfied.

Regarding energy required for performing the job, percentage of respondents in the category of highly satisfied and moderately satisfied was 47.62 and 42.86 respectively. Regarding the same aspects similar percentages of the respondents (5%) were noted in the category of uncertain and dissatisfied.

Data reveals that on an average 72.38 respondents were highly satisfied and 27.62 per cent were moderately

Table 4 : Women Entrepreneurs' Level of satisfaction with respect to schedule of the work

Sr. No.	Sub-scale items	Frequencies and Percentages of respondents				
		Highly satisfied	Moderately satisfied	Undecided	Dissatisfied	highly dissatisfied
1.	Work schedule of the enterprise	76 (72.38)	29 (27.62)	--	--	--
2.	No. of hours spend per day in the enterprise	63 (60.00)	37 (35.24)	04 (3.81)	01 (0.95)	--
3.	Convenience of the timing of the shop or enterprise	62 (59.04)	40 (38.10)	03 (2.86)	--	--
4.	Energy required for the job performance	50 (47.62)	45 (42.86)	05 (4.76)	03 (2.80)	02 (1.90)
5.	Amount of time spent for the family	66 (62.86)	34 (32.38)	04 (3.81)	01 (0.95)	--
6.	Social participation as a entrepreneur	45 (42.86)	55 (52.38)	02 (1.90)	03 (2.86)	--

(Figures in Parenthesis indicate percentages)

satisfied regarding the work schedule.

4.3.1.3 Women Entrepreneur's' level of satisfaction with respect to occupational stability :

Frequencies and percentages of responses of women entrepreneurs to level of satisfaction in relation to occupational stability are given in Table 5. Table reveals that majority of women entrepreneurs (76%) were highly satisfied with the customers' appreciation for the product/service followed by expectation about the job (70%) and allround standing of women entrepreneurs in society (64%). There was a moderate level of satisfaction amongst 52.38 and 44.76 per cent women entrepreneurs regarding money return through job, economic status of their own family respectively. Negligible percentages of women entrepreneurs were dissatisfied regarding stability of their occupation i.e. entrepreneurship. Three to five per cent respondents were unable to express their satisfaction/dissatisfaction regarding their business position and economic status.

Results indicated that on an average percentages of respondents in high satisfaction group was maximum for all the selected aspects except one. Fifty two per cent of respondents were scored as moderately satisfied with their money return through job.

4.3.1.4 Women Entrepreneur s' level of satisfaction with respect to various aspects of work autonomy

Women entrepreneurs' level of satisfaction with respect to various aspects of work autonomy is shown in

Table 5 : Women entrepreneurs' Level of satisfaction with respect to occupational stability

Sr. No.	Sub-scale items	Frequencies and Percentages of respondents				
		Highly satisfied	Moderately satisfied	Undecided	Dissatisfied	highly dissatisfied
1.	Money returns from the job	43 (40.95)	55 (52.38)	05 (4.76)	01 (0.95)	01 (0.95)
2.	Present position of the business	54 (51.43)	42 (40.00)	06 (5.72)	02 (1.90)	01 (0.95)
3.	Expectations about the job	68 (64.77)	36 (34.28)	01 (0.95)	--	--
4.	All round standing of women entrepreneurs in society	74 (70.48)	31 (29.52)	--	--	--
5.	Economic status of the own family	52 (49.43)	47 (44.76)	04 (3.82)	01 (0.95)	01 (0.95)
6.	Customers appreciation for the product/service	80 (76.14)	24 (22.86)	01 (0.95)		

(Figures in Parenthesis indicate percentages)

Table 6 : Women entrepreneurs' Level of satisfaction with respect to work autonomy

		Frequencies and Percentages of respondents				
Sr. No.	Sub-scale items	Highly satisfied	Moderately satisfied	Undecided	Dissatisfied	highly dissatisfied
1.	Freedom to do best in a situation	82 (78.10)	20 (19.04)	01 (0.95)	02 (1.91)	--
2.	Participation in decision making related to job	80 (76.19)	20 (19.05)	04 (3.81)	01 (0.95)	--
3.	Success in performing the task	73 (69.52)	29 (27.62)	02 (1.91)	01 (0.95)	--
4.	Success in problem solving	55 (52.38)	46 (43.81)	04 (3.81)	--	--
5.	Government rules and regulations for the entrepreneur	46 (43.81)	54 (51.43)	05 (4.76)	--	--
6.	Government facilities available for women entrepreneur	36 (34.28)	60 (57.15)	08 (7.62)	01 (0.95)	--
7.	Flexibility offered by work schedule	54 (51.43)	47 (44.76)	03 (2.86)	--	01 (0.95)

(Figures in Parenthesis indicate percentages)

Table 6. Table indicates that 76 to 88 per cent women entrepreneurs were highly satisfied with their decision making related to job and freedom they get to do best in a situation. It was followed by 69.52, 52.38 and 51.43 per cent women entrepreneurs, who opined that they are highly satisfied with their success in task performing, problems solving and with flexibility offered by the work schedule respectively.

About government rules and regulations for an entrepreneur in general and special facilities available for the women entrepreneurs, 51-57 per cent respondents were moderately satisfied. Regarding the same aspect, 7.62 per cent women entrepreneurs were undecided.

Table concluded that maximum respondents were highly satisfied with five out of seven aspects considered under study regarding work autonomy.

4.3.1.5 Distribution of respondents according to their respective enterprises and level of satisfaction

Distribution of respondents according to their respective enterprises and level of satisfaction with respect to selected four aspects of job has been shown in Appendix III, IV, V and VI.

Table 7, indicates distribution of respondents according to their respective enterprises and overall satisfaction related to job.

Frequencies and percentages of responses to 5 point scale of satisfaction shows that majority of

Table 7 : Distribution of Respondents according to their respective enterprises and level of satisfaction.

SR. NO.	TYPES OF ENTERPRISE	Frequency and percentage	highly satisfied	moderately satisfied	undecided	dissatisfied	highly dissatisfied
1.	Beauty parlour	19 (19.09)	13 (13.34)	03 (2.86)	--	02 (1.90)	01 (0.95)
2.	Tailoring unit	03 (02.86)	02 (01.91)	01 (0.95)	--	--	--
3.	Papad making ind.	18 (17.14)	10 (09.53)	08 (7.61)	--	--	--
4.	Readymade garments	28 (26.67)	14 (13.33)	14 (13.33)	--	--	--
5.	Flour mill	04 (03.81)	02 (01.90)	01 (0.95)	01 (0.95)	--	--
6.	Chilli grinding unit	04 (03.81)	02 (01.91)	01 (0.95)	01 (0.95)	--	--
7.	Knitting	02 (01.91)	01 (0.95)	01 (0.95)	--	--	--
8.	R.C.C. pipe factory	01 (00.95)	01 (0.95)	--	--	--	--
9.	Printing press	04 (03.81)	02 (01.90)	01 (0.95)	01 (0.95)	--	--
10.	Ice Candy factory	03 (02.86)	02 (01.90)	01 (0.95)	--	--	--
11.	Photographic	01 (00.95)	01 (00.95)	--	--	--	--
12.	Tiles shape	01 (00.95)	01 (0.95)	--	--	--	--
13.	Leather bag making	01 (00.95)	--	01 (0.95)	--	--	--

SR. NO.	TYPES OF ENTERPRISE	Frequency and percentage	highly Satisfied	moderately satisfied	undecided	dissatisfied	highly dissatisfied
14.	Chalk factory	01 (00.95)	-- (0.95)	01 (0.95)	--	--	--
15.	Pharmaceutical shop	02 (01.91)	01 (00.95)	01 (0.95)	--	--	--
16.	Perfumery industry	01 (00.95)	01 (0.95)	--	--	--	--
17.	Seed shop	01 (00.95)	-- (0.95)	01 (0.95)	--	--	--
18.	Polethelene factory	01 (00.95)	01 (0.95)	--	--	--	--
19.	Bengle store	03 (02.86)	02 (1.91)	01 (0.95)	--	--	--
20.	Xerox	03 (02.86)	02 (01.90)	01 (0.95)	--	--	--
21.	Pepsi unit	01 (00.95)	-- (0.95)	01 (0.95)	--	--	--
22.	Electrical appliances	01 (00.95)	01 (0.95)	--	--	--	--
23.	Plastic products	01 (00.95)	01 (0.95)	--	--	--	--
24.	Color lab.	01 (00.95)	-- (0.95)	01 (0.95)	--	--	--
(Figures in Parenthesis indicate percentage)		105 (100)	59 (56.19)	37 (37.14)	03 (2.86)	02 (1.91)	01 (0.95)

respondents irrespective of type of enterprises were highly satisfied with their job. Only 2.86 and 7.61 per cent respondents dealt with beauty parlour and papad and masala Udhdyog expressed their dissatisfaction.

It was concluded that maximum women entrepreneurs dealing different enterprises expressed high job satisfaction. Few respondents dealt with beauty parlour and papad and masala udhyog were scored as moderately satisfied and dissatisfied.

4.3.1.6 Frequency distribution of respondents according to level of satisfaction with respect to various aspects of job

Frequency distribution of respondents according to their level of satisfaction, mean and standard deviation computed for the scores of satisfaction with respect to selected aspect of job has been presented in table 8 (figure 2 and 3).

It is clearly seen from the table that majority of the respondents (56 - 58%) were highly satisfied followed by 37-38 per cent moderately satisfied and very few (0.95 to 1.91%) were dissatisfied and uncertain. This trend was similar in case of all the selected aspects of job.

The weighted mean scores of satisfaction with respect to various aspects of job ranged between 4.47 to 4.50. The maximum mean score of the satisfaction i.e., 4.50 was obtained for the work schedule of the enterprise followed by 4.48 mean score of satisfaction with respect to

Table 8 : Frequency Distribution of respondents according to level of satisfaction with respect to various aspects of job.

Sr. No.	Level of satisfaction	work environment	work schedule	occupational stability	work autonomy	overall job satisfaction
1.	Highly satisfied	59 (56.19)	60 (57.14)	61 (58.09)	60 (57.14)	60 (57.14)
2.	Moderately Satisfied	39 (37.14)	40 (38.09)	39 (37.14)	39 (37.14)	39 (37.14)
3.	Undecided	05 (4.76)	03 (2.86)	03 (2.86)	03 (2.86)	03 (2.86)
4.	Dissatisfied	02 (1.91)	02 (1.91)	01 (0.95)	02 (1.91)	02 (1.91)
5.	Highly dissatisfied	--	--	01 (0.95)	01 (0.95)	01 (0.95)
Mean score		4.46	4.50	4.48	4.47	4.47
S.D.		0.33	0.43	0.59	0.266	0.40

(Figures in parenthesis indicate percentages)

occupational stability. There was a slight variation in scores of satisfaction for the work environment (4.46) and work autonomy (4.47).

The high weighted mean score of job satisfaction and low standard deviation obtained with respect to all the aspect of job and for overall job satisfaction indicated that the selected sample individually and totally was absolutely homogeneous with respect to their job satisfaction.

4.3.2 Women Entrepreneurs' Home Satisfaction

4.3.2.1 Home Satisfaction of selected women entrepreneurs

Home satisfaction of selected respondents was assessed in terms of family cohesiveness, schedule, outside support material possession and child development in the home. The level and weighted mean scores of satisfaction along with standard deviation are denoted in Table 9 and illustrated in Fig. 4.

The frequencies and percentages of respondents denoted in table 9 indicates that majority (60.95%) were highly satisfied and 28.57 were moderately satisfied with the selected aspects of home. Only 8.57 per cent respondents were uncertain about their home satisfaction and 1.91 per cent respondents were dissatisfied in home. Further, table indicates that overall home satisfaction of selected respondents was rated high (4.50) on a scale with minimum standard deviation (0.2903). There was less variation amongst respondents with respects to home

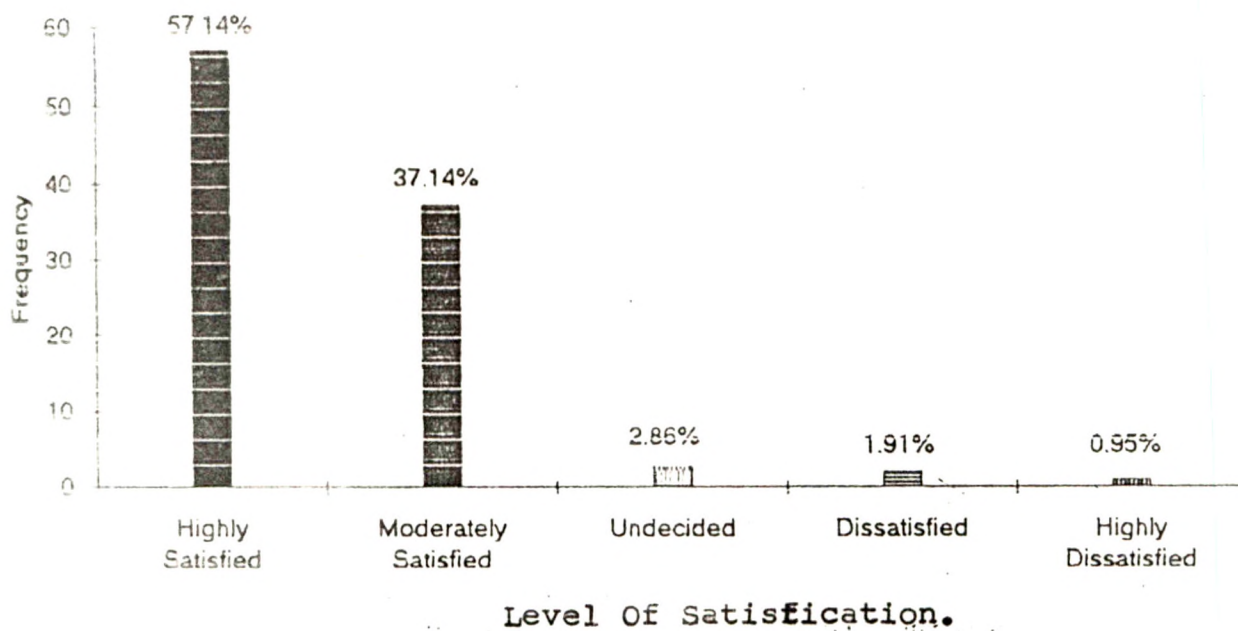


Fig.2. Women Entrepreneurs' Level Of Job Satisfaction.

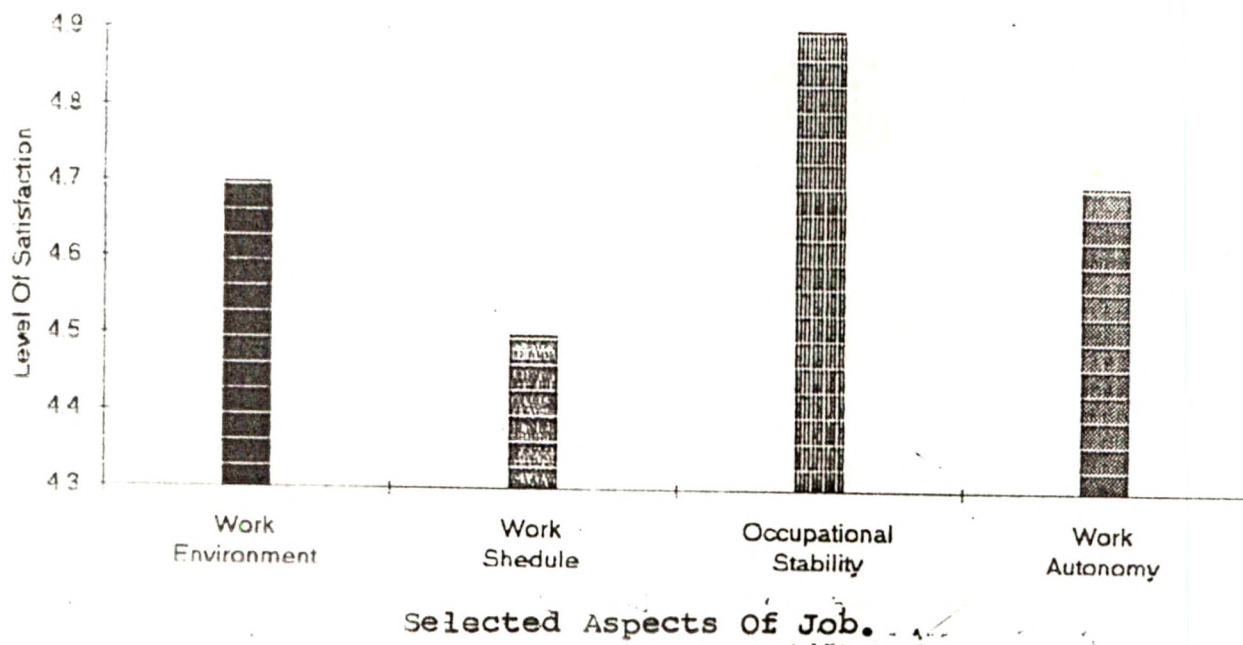


Fig.3. Level Of Satisfaction With Respect To Various Aspects Of Job.

Table 9 : Home satisfaction of Women Entrepreneurs

Sr. No.	Level of satisfaction	Frequency & percentage	Mean score	SD
1.	Highly satisfied	64 (60.95)		
2.	Moderately satisfied	30 (28.57)		
3.	Undecided	09 (8.57)	4.50	0.2903
4.	Dissatisfied	02 (1.91)		
5.	Highly dissatisfied			

(Figures in parenthesis indicate percentages)

Table 10 : Mean and Standard Deviation of satisfaction scores of women Entrepreneurs in Home and Job

	Job satisfaction	Home satisfaction	Z value
Mean	4.47	4.50	
SD	0.40	0.2903	0.75 (NS)

Significant at 5% level

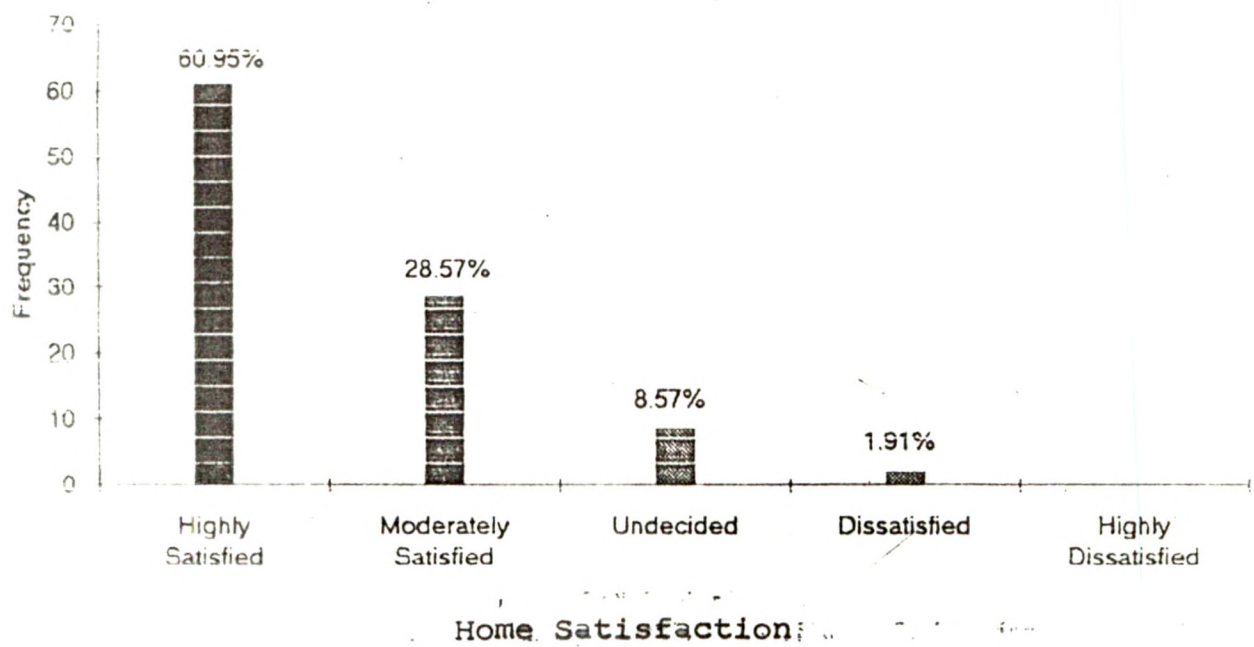


Fig.4. Women Entrepreneur s' Level Of Home Satisfaction.

satisfaction.

4.3.2.2 Mean and Standard deviation of satisfaction scores women entrepreneurs in job and home

Comparison of mean scores of satisfaction perceived by women entrepreneurs in home and job is given in Table 10 (Fig 5). The mean score of overall satisfaction of women entrepreneurs in home (4.50) was little higher than in job (4.47). Statistically, there was no significant difference found between mean scores of job and home satisfaction ($Z = 0.75$).

On the whole, it can be concluded that the satisfaction level of selected women entrepreneurs was high in job as well as in home.

4.4 Factors related to Selected aspects of Job and Home Satisfaction :

4.4.1 Factors related to selected aspects of job :

Table 11 reveals the correlation between job satisfaction and selected personal family and job related variables. Correlation coefficient between selected aspects of job and independent variables are given in the Table 11.

Correlation between satisfaction with respect to work environment and job performance of women entrepreneurs revealed a significant relation at 1 per cent level. Similar results were obtained with regard to relationship between satisfaction in home and work environment of the job in which correlation was significant at 5 per cent level.

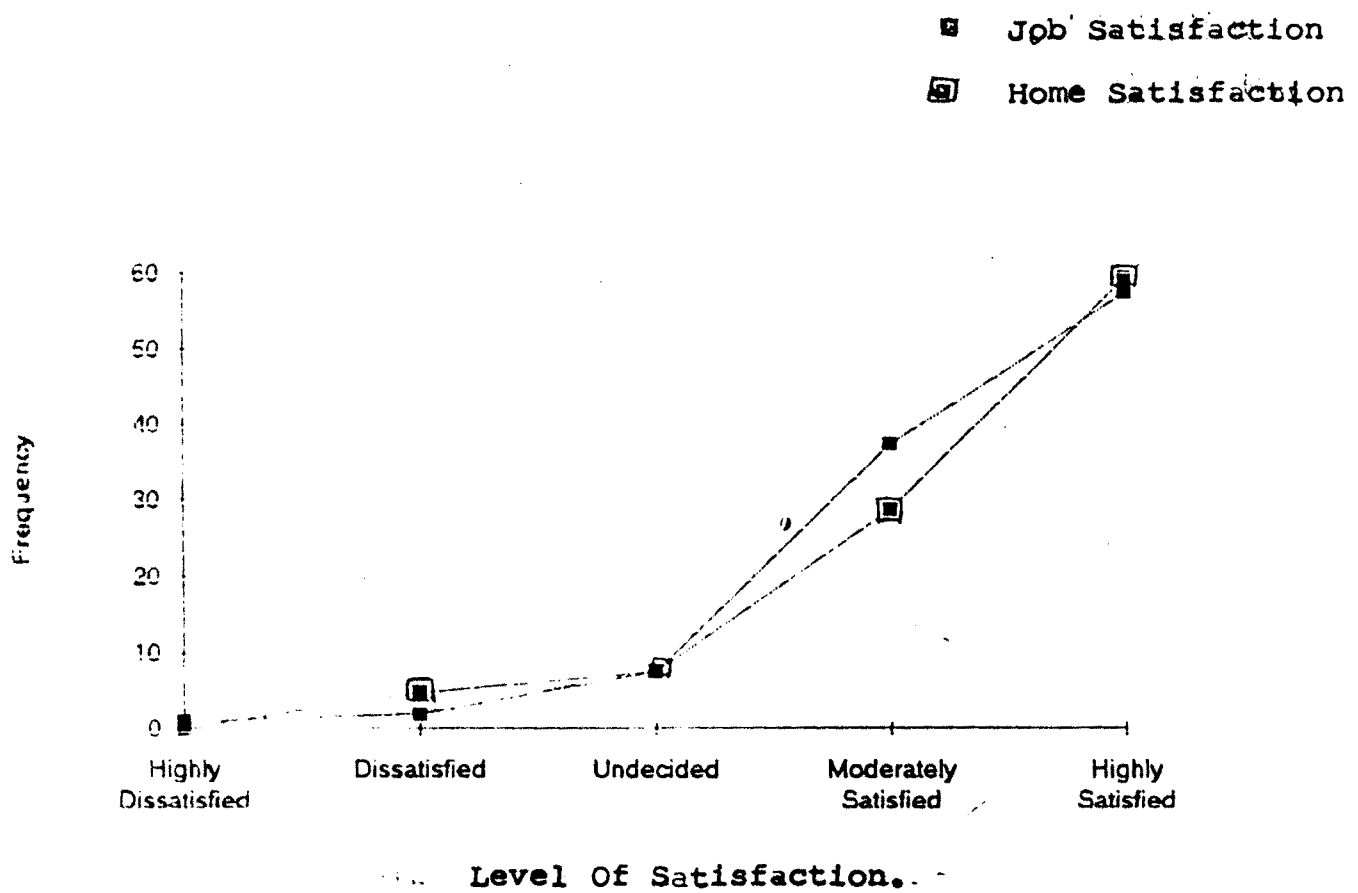


Fig.5. Satisfaction Level Of Selected Women Entrepreneurs In Home And Job.

Results shows that one unit increase in job performance and home satisfaction caused 0.3 and 0.22 respective unit increase in job satisfaction with respect to work environment.

About the factors influencing women entrepreneurs' satisfaction with respect to work schedule, correlation analysis implied that three job related variables such as years of work experience (0.324**) total working hours (0.223**), job performance (0.240*) had shown a significant contribution.

It is inferred from the results that respondents, job satisfaction with respect to work schedule was higher amongst the respondents with maximum experience, total working hours and higher job performing efficiency.

It may be concluded that job satisfaction may be perceived at higher level if the work experience and involvement in job performance is increased.

Data on the relationship between satisfaction about occupational stability and selected independent variables, reveals that only years of work experience of women entrepreneurs was correlated with their satisfaction with respect to occupational stability. This correlation was significant at 5 per cent level (0.324**). Regression equation calculated for this correlation indicated that with increase in work experience, satisfaction with respect to occupational stability ($Y = 4.27 + 0.04x$) was found increased.

Out of the 12 selected variables two variables

Table 11 : Correlation between job satisfaction and personal, family and job related variables.

Sr. No.	Personal family job related variables	WE r	W she r	Occu. r	W.A. r	Overall satis- faction
1.	Age	0.184	-0.148	-0.083	0.047	0.175
2.	Education	0.151	-0.126	-0.035	0.016	-0.83
3.	Income of the family	0.034	0.078	-0.142	0.100	-0.134
4.	Spouses' income	0.032	0.016	0.005	0.069	-0.004
5.	Years of work experience	0.118 (Y=4.16+0.05x)	0.324** (Y=3.58+0.04x)	0.286** (Y=3.84+0.02x)	0.022 (Y=15.98+0.09x)	0.208*
6.	Average profit	0.052	0.070	0.061	0.046	0.051
7.	Time spend per day	0.007 (Y=4.85+5.05x)	0.223**	0.065	0.110	-0.085
8.	Type of family	0.092	0.040	0.050	0.057	-0.003
9.	Family size	0.019	0.149	0.142	0.013	0.120
10.	Social status of the family	0.111	0.086	0.099	0.169	0.086
11.	Job performance	0.292** (Y=3.61+0.03x)	0.240* (Y=3.58+0.04x)	0.127 (Y=3.84+0.02x)	0.262** (Y=15.98+0.09x)	0.222*
12.	Home satisfaction	0.197* (Y=3.45+0.22x)	0.164	0.125 (Y=3.63+0.17x)	0.200*	0.117

(Equation in parenthesis indicates linear regression)

WE= Work Environment WS= Work Schedule
Occu.=Occupational Stability W.A= Work Autonomy

such as job performance and home satisfaction has clearly shown its correlation with the job satisfaction in respect of work autonomy. Job performance efficiency of women entrepreneur was highly correlated (0.262**) with satisfaction perceived from work autonomy. There was also a significant correlation (0.200*) established between home satisfaction and satisfaction in respect of work autonomy of job at 5 per cent level. With the increase in home satisfaction and job performance an increase in level of satisfaction from work autonomy was found ($Y = 4.27 + 0.04 x$).

Correlation analysis in table 12 reveals that only 4 factors were significantly related to various aspects of job. Such as years of establishment, total working hours, job performance and home satisfaction. Out of these four factors, three are job related.

The data on the various aspects of job were pulled out to find out total satisfaction of women entrepreneurs. The factors influencing the total satisfaction are also presented in Table 12 in last column under the heading overall satisfaction (fig. 6, 7, 8).

Years of experience and job performance efficiency were the exclusively two factors contributing to overall job satisfaction of women entrepreneurs. Correlation coefficients between overall satisfaction and years of work experience (0.208*) and job performance (0.222*) were significant at 1 per cent level. Overall job satisfaction was also found increased with an increase in work experience

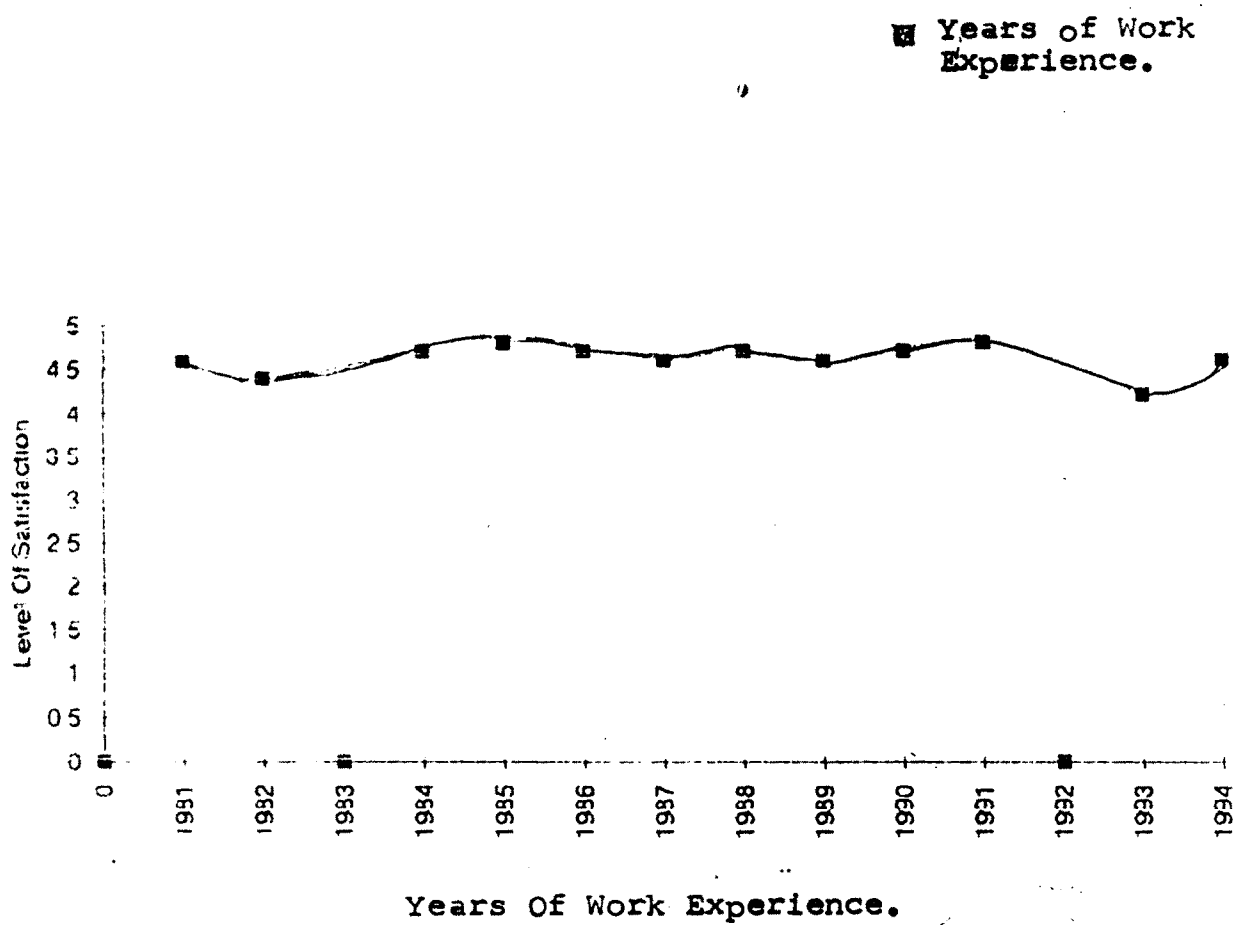


Fig.6. Correlation Between Level Of Job Satisfaction and Year Of Work Experience.

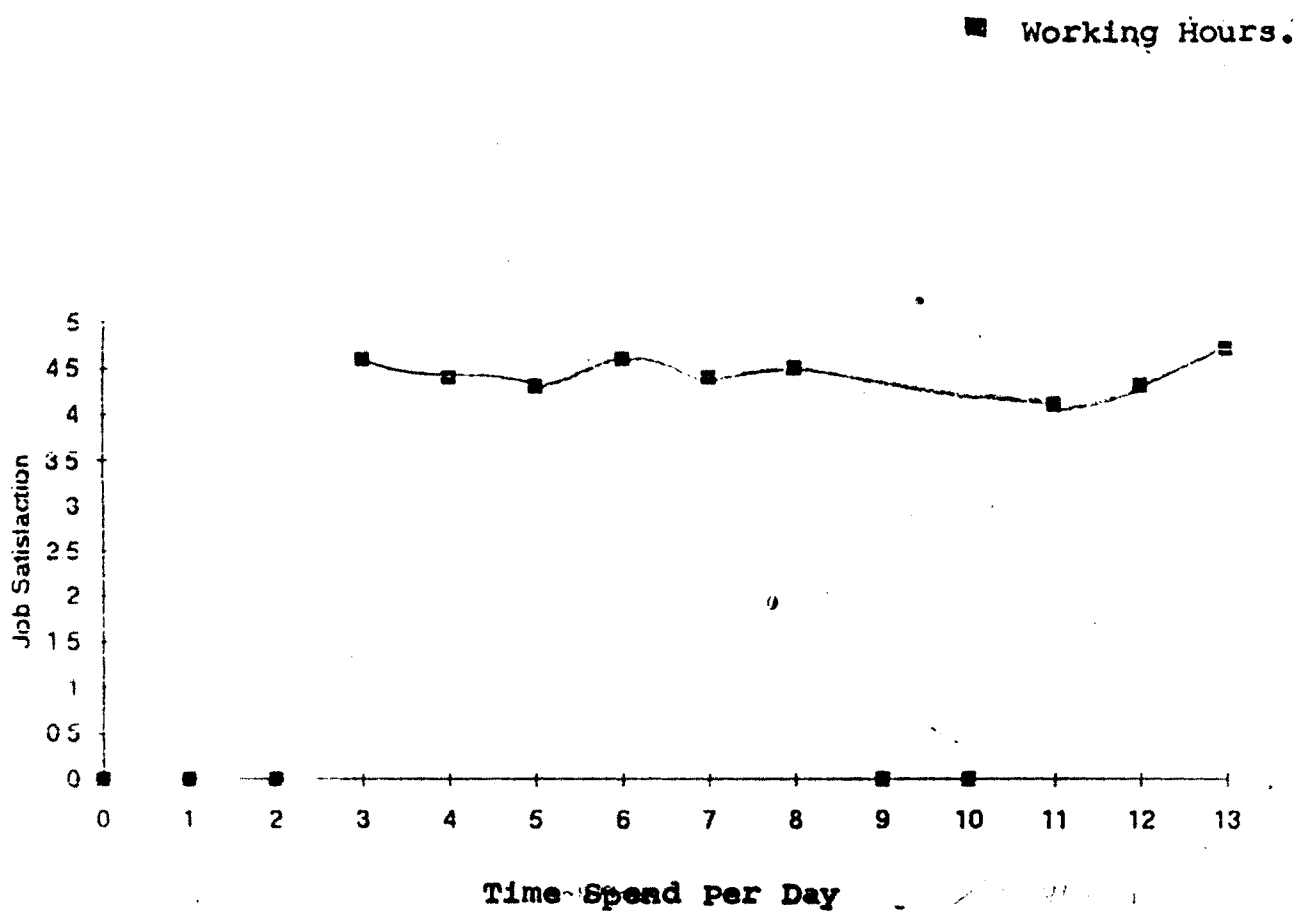


Fig.7. Correlation Between Job Satisfaction and Working Hours of Women Entrepreneurs.

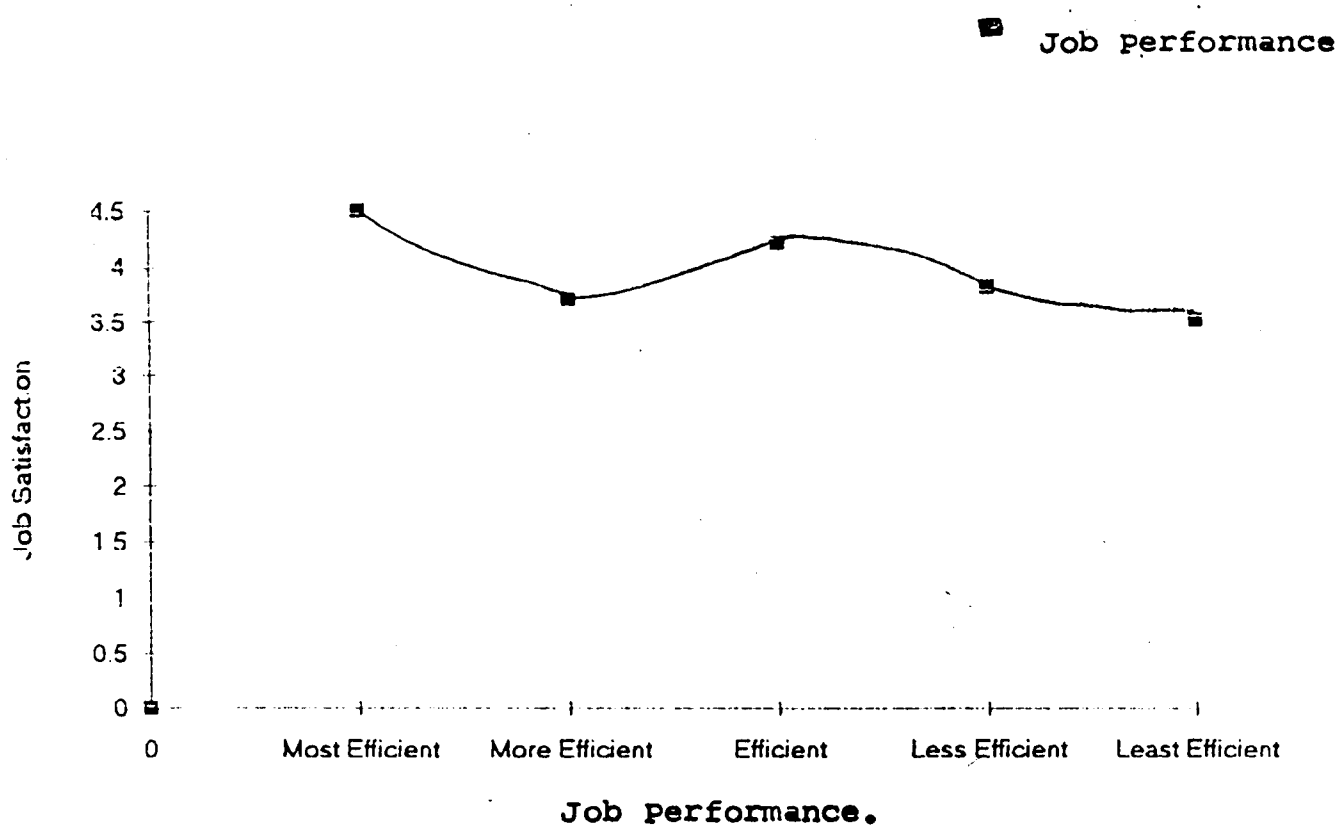


Fig.8. Correlation Between Job Performance and Job Satisfaction.

($Y = 17.42 + 0.07x$) and job performance of the subject.

The variables such as age, education of the subject, family size, type, income, social status, spouses' income as well as job related variables such as average profit earned through business were not contributing to job satisfaction of women entrepreneurs.

On the whole, correlation and regression analysis indicated that the contribution made by years of work experience and job performance efficiency of selected women entrepreneurs in over all job satisfaction was significant. Thus, it concludes that job related factors were exclusively responsible for job satisfaction of women entrepreneurs.

4.3 Factors related to home satisfaction :

Table 12 illustrated the correlation and regression analysis of factors related to home satisfaction. (fig. 9).

Results indicates that the out of 11 selected variable only two family and one job related variables were significantly correlated with home satisfaction. The family variables such as monthly income of the family (0.255*) spouse's monthly income (0.275**) were significantly correlated with home satisfaction at 5 per cent level. The equation of linear regression showed an increase in monthly income of family ($Y = 4.30 + 0.00002x$) and spouse ($Y = 4.32 + 0.000039x$) was responsible for increase in respondents level of home satisfaction.

The job related variables such as years of work

Table 12 : Correlation and linear regression equation of personal family and job related variables and Home Satisfaction

Sr. No.	Variables	Correlation coefficient 'r'	Linear regression equation
1.	Age	0.012	NS
2.	Education	0.051	NS
3.	Income of the family	0.255**	(Y = 4.30+0.00002 x)
4.	Spouses' income	0.273**	(Y = 4.32+0.00032 x)
5.	Years of work experience	0.110*	(Y = 4.42+0.01 x)
6.	Average profit	0.090	NS
7.	Time spend per day	0.076	NS
8.	Type of family	0.061	NS
9.	Family size	0.100	NS
10	Social status of the family	0.035	NS
11	Job performance	0.059	NS

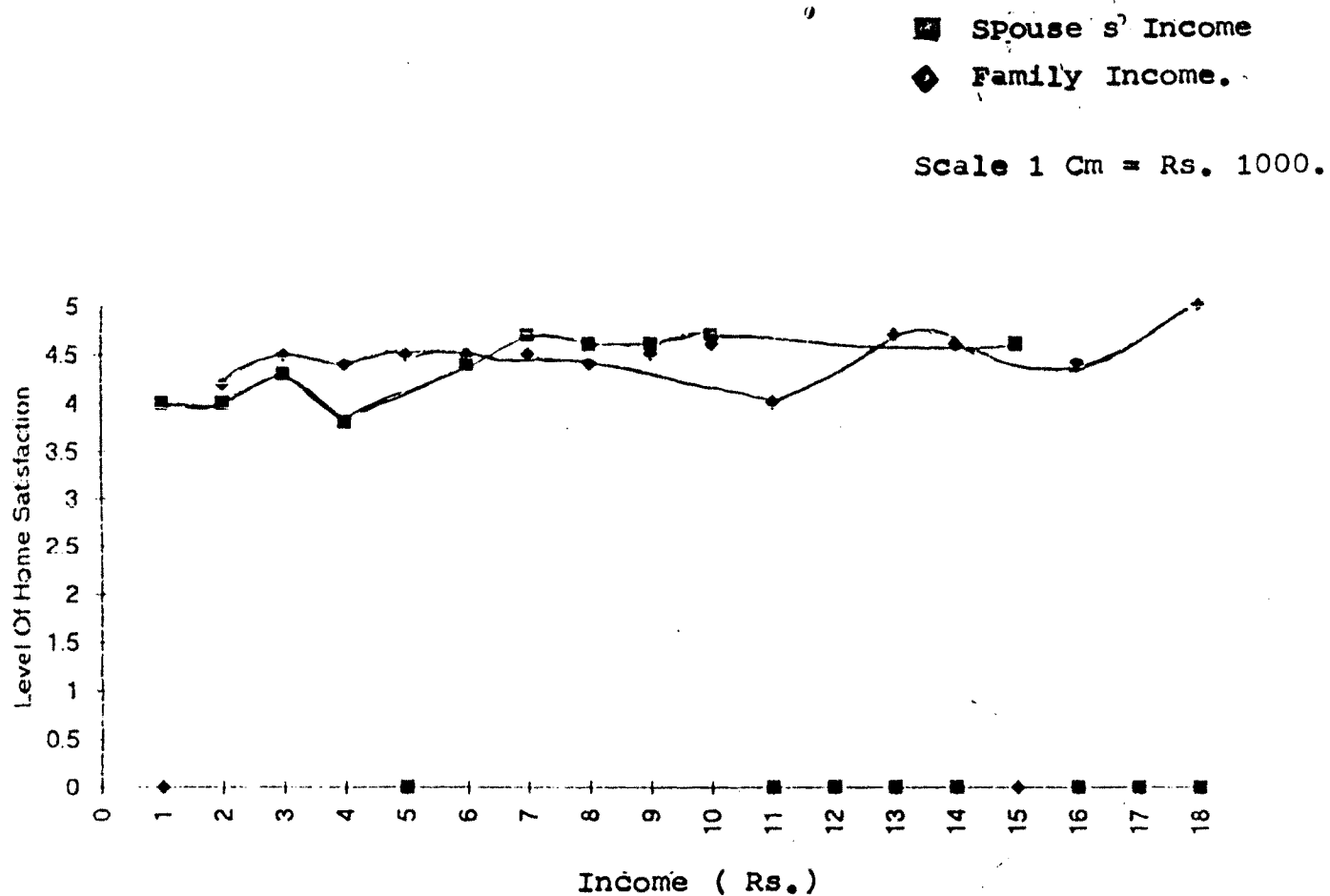


Fig.9. Correlation Between Home Satisfaction And Income.

experience of women entrepreneurs was also found to be significant & correlated with their home satisfaction (0.110*). It shows that experience of women entrepreneurs in job was contributing to home satisfaction.

Remaining eight personal and family characteristics were not related to home satisfaction.

Thus, it can be concluded from the above results that the women entrepreneurs home satisfaction was related to their husbands income and total income of the family and their own work experience.

4.5 Women Entrepreneurs' Self appraisal of job performance and correlation analysis with selected variables :

4.5.1. Women entrepreneurs' job performance role

Job performance role of the respondents was measured on a scale such as always, more often, often, some times, never. Job performance role in each selected entrepreneurial activities is given in appendix VII. Distribution of respondents according to frequency of job performance is given in table 13 (fig. 10). Table shows that majority of the respondents i.e. (67.62 per cent) were performing entrepreneurial activities always, whereas 40.24 per cent were involved in the business unit activities more often and 5.71 per cent often. Job performance frequency was least amongst the 9.25 per cent women entrepreneurs and 2.86 per cent reported nil participation.

In view of the job performance role, it can be said that $\frac{2}{3}$ majority of women entrepreneurs (66%) were

Fig. 13 : Distribution of respondents according to
frequency of job performance

Sr. No.	Frequency of job performance	Frequency and percentage
1.	Always	71 (67.62)
2.	Most often	15 (14.28)
3.	Often	06 (5.71)
4.	Some times	10 (9.52)
5.	Never	03 (2.86)

(Figure in parenthesis indicate percentage)

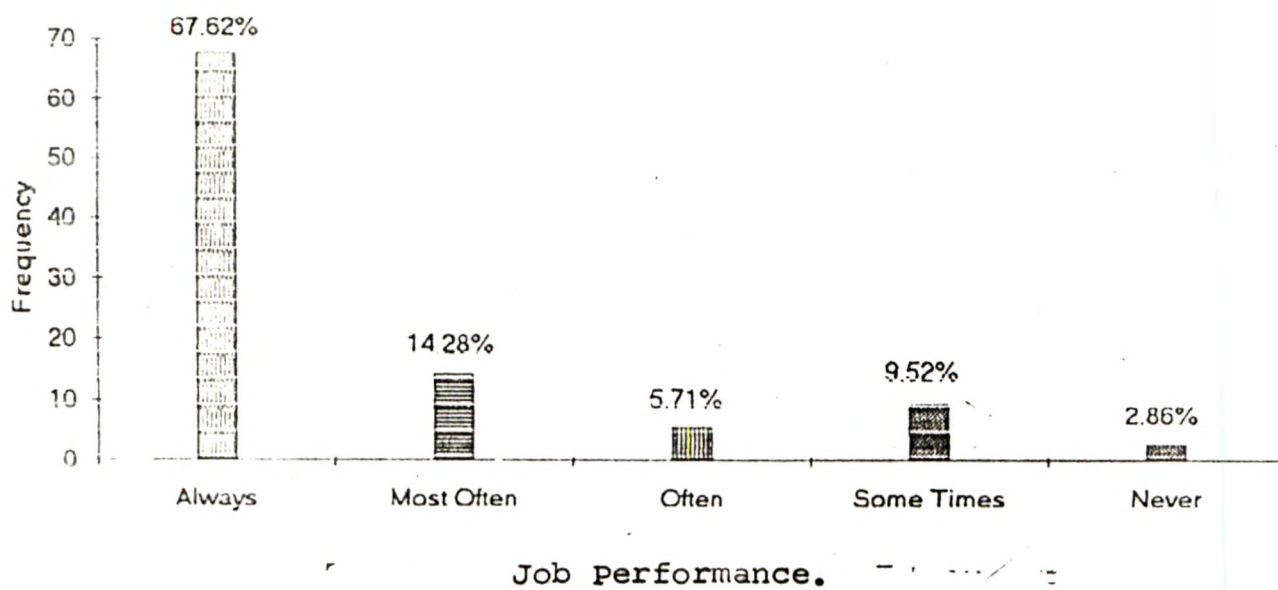


Fig.10. Job performance Role Of Women Entrepreneurs.

highly involved in job performing duties.

4.5.2 Women entrepreneurs' self appraisals of job performance and correlation analysis with related variables

Job performance efficiency of women entrepreneurs was decided after considering their job performance frequency. Frequency and percentages of the responses obtained to the question how well you performed the job ? were recorded on a scale such as most efficient, more efficient, efficient, less efficient and least efficient. Such self appraisals made by women entrepreneurs regarding selected entrepreneurial activities has been presented in table 14 and fig. 11.

As seen from the table, majority of the respondents have reported that they are most efficient in performing the activities such as manufacturing of the product (78%), periodically verification of the store (76.19%) designing new product (73%) and supervising products and service standard (66.67%).

Comparatively lower percentages of respondents were noted in the category of most efficient in performing the activities such as purchasing of tools and equipment required (37.84%) and repairing and maintaining of the tools and equipments (40.54%).

The activities in which few respondents evaluated themselves less efficient in performing the tasks such as purchasing tools and equipments (13.51), modification to be made in the design/service (9.52%) and purchasing raw

Table 14 : Women Entrepreneur s' self Appraisals of job performance

Sr. No.	Most efficient (20-25)	More efficient (15-20)	Efficient (10-15)	Less efficient (5-10)	Least efficient (1-5)
1. Purchasing of raw material N = 105	60 (57.14)	29 (27.61)	11 (10.48)	05 (4.76)	--
2. Manufacturing of the prod- uct/type of service given N = 105	82 (78.10)	16 (15.24)	05 (4.76)	02 (1.90)	--
3. Purchasing of tools and equipments required N = 74	28 (37.84)	24 (32.43)	10 (13.51)	10 (13.51)	02 (1.90)
4. Modification in the design of the product/service N = 105	25 (23.81)	40 (38.10)	25 (23.81)	10 (9.52)	05 (4.76)
5. Designing new prdouct N = 105	77 (73.33)	19 (18.10)	05 (4.76)	04 (3.80)	--
6. Account keeping N = 105	50 (47.62)	50 (47.62)	03 (2.86)	02 (1.90)	--
7. Supervising products/ service standard N = 105	70 (66.67)	30 (28.57)	05 (4.76)	--	--
8. Identifying ability of workers and assigning work N = 50	30 (60.00)	20 (40.00)	--	--	--
9. maintaining office record /registers N = 105	60 (57.14)	45 (42.86)	--	--	--
10. Verifying periodically the store N = 105	80 (76.19)	20 (19.04)	05 (4.76)	--	--
11 Repairing and maintaining of the tools and equipments	30 (40.54)	20 (27.03)	24 (32.43)	--	--

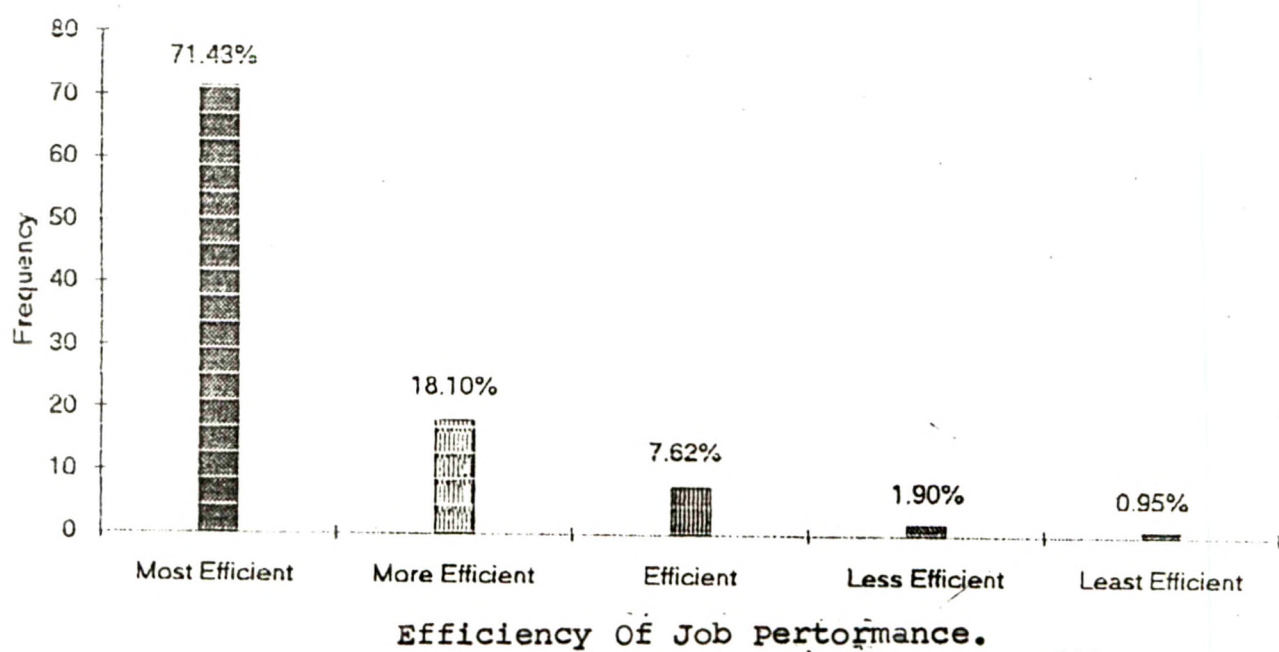


Fig.11. Women Entrepreneurs' Self Appraisal Of Job performance.

material (4.76%).

Distribution of respondents according to level of job performance, shown in Table 15. Out of 105 respondents 75 respondents (71.43%) were the most efficient in the selected entrepreneurial activities. It was followed by 19 (18.11%) respondents as more efficient and 8 (7.62%) 'just efficient'. Only 2.85 per cent respondents felt that they are less efficient in performing business activities.

The mean score of job performance i.e. 19.04 indicates that on an average job performance efficiency of the selected respondents was scored moderate.

The value of the standard deviation (6.84) indicates that selected respondents were different from each other with respect to their level of job performance.

Correlation analysis between job performance and selected ten personal family and job related variables indicated non significant results (Table 16). Selected factors were not influencing job performance efficiency of women entrepreneurs.

Table 15 : Distribution of respondents according to level of job performance

Sr. No.	Level of job performance	Frequency and percentage	Mean score	SD
1.	Most efficient	75 (71.43)		
2.	More efficient	19 (18.10)		
3.	Efficient	08 (7.62)	19.04	6.84
4.	Less efficient	02 (1.91)		
5.	Least efficient	01 (0.95)		

(figure in parenthesis indicate percentage)

Table 16 : Correlaton of job performance efficiency and personal, family and job related variables.

Sr. No.	Variables	Correlation coefficient
1.	AGE	0.034 (NS)
2.	Education	0.114 (NS)
3.	Monthly income of the family	0.076 (NS)
4.	Monthly income of the husband	0.023 (NS)
5.	Year of establishment	0.014 (NS)
6.	Average profit	0.108 (NS)
7.	Time spend per day	0.072 (NS)
8.	Type of family	0.072 (NS)
9.	Family size	0.081 (NS)
10.	Social status of the family	0.026 (NS)
11	Home Satisfaction	0.059 (NS)

SUMMARY

CHAPTER V

SUMMARY AND CONCLUSION

The investigation entitled " Job Satisfaction of Women Entrepreneurs" was undertaken with main objective to assess the women entrepreneurs, level of satisfaction with respect to selected aspects of job and to determine factors related to it. The total sample size comprised of 105 self employed women who have registered their business/manufacturing/service unit at District Industry Centre and Government Labour Office of Parbhani District. The selected women business and industrial units were located in different five places of Parbhani District viz. Basmat, Gangakhed, Jintur, Manwat and Parbhani. Data were collected personally by the investigator. Informal interview with the respondents was conducted with the help of pretested questionnaire/interview schedule. The obtained data were tabulated and analysed statistically. The findings are dealt as under.

Profile of Women Entrepreneurs in Parbhani District

The observations of profile of women entrepreneurs in the Parbhani district are summarised as follows.

The study concluded that in the district registration of women industry/business/manufacturing units at District Industry Center and Government Labour Office of district Parbhani was maximum during the year 1987 to 1993. Majority of entrepreneurs were in the age group of 29-41

years and were married, coming from nuclear and small family, belonged to middle income (Rs. 4,550 to 9,816 per month) and middle socio-economic status group. Most of them were educated upto higher secondary and earning monthly profit. Rs. 950 to 4,632 through their business. Majority of them were involved in manufacturing (43.81%) unit followed by business (38.1%) and service (18.1%) unit. All the women business unit were found registered as a individual unit not on partnership or co-operative basis.

Information of the Women Industry and Business units in Parbhani District

Majority of the subjects under study were dealing with ready made garment shop (26.67%) followed by 18 and 17 per cent respondents in beauty parlour and papad and Masala Udhog respectively. Very few respondents were involved in flour mill, chilli grinding unit, printing press, Tailoring, Xerox unit, Bangle store, Ice candy factory. There was only one single unit each of which was dealing with one product such as photographic unit, R.C.C. pipe, tile, perfumery work, plastic and polyethelene industries.

Data reveals that on an average initial investment required for maximum enterprises (75.71%) ranged between Rs. 10,000 to 15,000 and government help received by maximum (83.80%) respondents in terms of loan ranged between Rs. 10,000 to 50,000. It was concluded that most of the women entrepreneurs have selected the enterprises that requires working capital within Rs. 50,000 and that can be managed

conveniently within the house such as beauty parlour, papad and masala udhyog, flour mill, chilli grinding, Tailoring and knitting unit, Bangle shop, Ready made garment shop, photograph unit, printing press and pepsi unit.

Assessment of level of Satisfaction with respect to selected aspects of job and Home :

Overall Job Satisfaction

Majority of the respondents (56-58%) were highly satisfied about their job. The proportion of moderately satisfied respondents was 37-38 per cent. Very few respondents (0.95 to 1.91%) were dissatisfied and uncertain. The trend was similar with respect to selected aspects of job such as work Environment, work schedule, occupational stability and work autonomy.

i. Work Environment :

Women entrepreneurs' level of satisfaction was scored high on a scale with respect to work environment. Regarding existing working conditions and opportunities offered by job to use self abilities, larger percentages of women i.e. 49.32 and 48.32 respectively expressed satisfaction at moderate level.

ii. Work Schedule :

Work schedule of the enterprise was highly satisfied by maximum women entrepreneurs but a major proportion of respondents (52.38%) was less satisfied with their social participation as a entrepreneur.

iii. Occupational Stability :

Overall satisfaction regarding occupational stability was scored high by the women entrepreneurs. Only one aspect of occupational stability such as money return through business was scored moderately by maximum respondents (52.38%).

iv. Work Autonomy :

High satisfaction regarding this aspect of job was expressed by majority of the women entrepreneurs. Whereas higher percentage of respondents (57.15%) were moderately satisfied with respect to government facilities available for women entrepreneurs and rules and regulations made for the entrepreneur.

Home Satisfaction

A majority of women entrepreneurs i.e. 60.95 per cent were denoted for higher satisfaction group. It was followed by moderately satisfied group i.e. 28.28 per cent and 8.57 per cent uncertain and 1.91 per cent dissatisfied.

Home satisfaction versus job satisfaction

The difference between these two variables i.e. home satisfaction and job satisfaction was found statistically non significant suggesting job and home satisfaction of women entrepreneurs was similar on a scale.

Factors Related to overall job satisfaction

The result of the correlation analysis suggested overall job satisfaction of the respondents correlates with only two out of 12 independent variables under study. Years

of work experience and job performance were two factors influencing job satisfaction. Findings concludes that job related factors contributed more to job satisfaction than personal and family attributes.

Factors related to satisfaction with respect various aspects of job

The following conclusions were drawn with respect to factors related to women entrepreneurs satisfaction with respect to selected aspects of job.

1. Job satisfaction with respect to work schedule increases with increasing years of work experience, working hours, and job performance.
2. Job satisfaction with respect to work environment increases with increase in job performance.
3. Job satisfaction with respect to occupational stability increases with increase in years of experience.
4. Job satisfaction with respect to work autonomy increases with respect to increase in job performance and home satisfaction.

Factors Related to Home satisfaction

Home satisfaction of women entrepreneurs was mainly related to income of the family and husband and years of work experience.

Women Entrepreneur's¹ self appraisals of job performance and co-relation analysis with related variables.

The results indicated that job performance efficiency of selected respondents was moderate (19.04) and

there was variation in job performance efficiency of selected respondents. (SD = 6.84)

In view of the job performance role, it was found that only $\frac{2}{3}$ majority of women entrepreneurs were highly involved in job performing duties.

Correlation analysis between job performance and selected ten personal and family variables indicated non significant results. Selected factors were not influencing job performance efficiency of women entrepreneurs.

Thus, findings of this investigation concludes that overall job satisfaction of selected women entrepreneurs was high with respect to selected four dimensions of job viz. work environment, work schedule, occupational stability and work autonomy. But majority of the subjects expressed moderate level of satisfaction with respect to existing physical working conditions, their extent of participation in social work as an entrepreneurs and money return through job. This study also shows that certain job related variables such as years of work experience, amount of time spend for an enterprise and job performance efficiency were the most contributing factors of job satisfaction, while others such as personal and family characteristics contribute nothing to satisfaction.

Women Entrepreneurs' self appraisal exemplify the fact that only $\frac{2}{3}$ majority of women entrepreneur were highly involved in entrepreneurial activities and were considering themselves moderately efficient in performing the duties related to job.

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APPENDICES

APPENDIX - I

Details About Industries and Business Units Visited in Parbhani District

Sr. No.	Location	Type of Industries & business units according to products	No. of business industries
1.	PARBHANI	Beauty parlour	19
		Tailoring unit	02
		Papad & Masala industries	18
		Ready made garments	15
		Flour mill unit	04
		Chilli grinding unit	04
		R.C.C. Pipe factory	01
		Knitting unit	02
		Printing press	03
		Photo graphic unit	01
		Tiles shop	01
		Leather bag making	01
		Chalk factory	01
		Pharmaceutical shop	02
		Perfumery industry	01
		Electrical appliances	01
		Seed shop	01
		Polythene factory	01
		Bangle store	03
		Xerox	03
		Plastic products	01
		Colour lab	01
2.	BASMAT	Printing press	01
		Ready mde garment shop	05
3.	JINTUR	Ice candy factory	02
		Readymade garment shop	04
4.	GANGAKHED	Readymade garment shop	02
		Ice candy factory	01
5.	MANWAT	Tailoring unit	01
		Pepsi unit	01
		Readymade garment shop	02
Total.....			105

APPENDIX - II

A Questionnaire to Assess Job Satisfaction of Women Entrepreneurs.

1. Name of the Entrepreneur :
2. Address :
3. Age :
4. Education :
5. Marital status : Married/Unmarried/Widow
6. Monthly income of the family:
7. Type of family : Nuclear/Joint

8. Composition of the family :

Sr. No.	Name	Relation to the respondent.	Sex	Age	Educ- ation	Occup- ation	Income
1	2	3	4	5	6	7	8
1							
2							
3							
4							
5							

INFORMATION OF THE ENTERPRISE :

1. Year of establishment :
2. Type of help received :
from the government
3. Name of the product :
or Service.
4. Category of enterprise:
 - i Individual :
 - ii Partnership :
 - iii Co-operative :

5. Starting investment :
6. Present working Capital:
7. Cost of tools and Equipments.
8. Average Profit earned :
per month
9. Type of entrepreneur :
 - i Manufactured :
 - ii Service :
 - iii Business :
10. Annual turn over :
11. Time spend per day :

SCALE TO MEASURE SOCIO-ECONOMIC STATUS OF WOMEN ENTREPRENEURS:

 Sr.No. Sub-scale items

1. EDUCATION

Illiterates

Primary

Middle

High School

Graduate

Post graduate and above

2. FAMILY

1. Type

Nuclear

Joint

2. Size

up to 5

5 and above

3. INCOME

Rs. 1200 to 1800

1801 to 2400

2401 to 3500

3501 to 4800

4801 to above

4. HOME

Ownership of house

i. House on rent

ii. Own house

i. Kaccha

ii. Pacca

5. MATERIAL POSSESSION

Tools and equipments

Two Wheeler

Four Wheeler

6. SOURCES OF INFORMATION USED

Radio

News paper

Television

Magazine

Training

7. SOCIAL PARTICIPATION

Member of one organization

Member of more than one organization

Office Holder

Wider public leader

8. LAND

Less than 1 acre

1 acre to 5 acres

5.1 acres to 10 acres

10.1 acres to 15 acres

15.1 acres to 20 acres

20.1 acres to above acres.

----- SCALES TO MEASURE JOB SATISFACTION OF WOMEN ENTREPRENEURS -----

SR. NO.	SUB-SCALE ITEMS	RATING SCALE				
		highly satisfied	moderately satisfied	undeci- ded	dissa- tisfied	highly diss- atified

A. Work Environment/ Nature of Enterprise

1. How satisfied are you
with the existing working
condition in the shop/
enterprise/manufacturing/
service unit
 - i. Space required for
manufacturing/service unit/shop
 - ii. No.of tools and equipments
available
 - iii Types of tools and equipments
used.
 - iv. Repairing and servicing
required for the equipment
2. Certainty in the enterprise
3. How satisfied are you with
the challenge offered by
this job.

1	2	3	4	5	6	7
---	---	---	---	---	---	---

4. Do you feel that this job
is offering you opportuni-
ties to use your all
abilities YES/NO
5. How satisfied are you with
the extent you are involved/
engaged in performing the
job

B. WORK SCHEDULES

1. Do you feel that your work
schedule is satisfied YES/NO
If yes - How much satisfied
are you with the present work
schedule
2. How much satisfied are you
with the No. of hours you
spend per day for the
enterprise.
3. Do you feel that the job
of the shop/enterprise are
convenient to you YES/NO
4. Do you feel that the job
of entrepreneurship is very
exhaustive YES/NO

1	2	3	4	5	6	7
---	---	---	---	---	---	---

5. Are you satisfied with the
time you spend for your
family.

6. How satisfied are you with
your social participation
as a entrepreneur.

C. OCCUPATIONAL STABILITY

1. How satisfied are you with
the money returns from your
job.

2. How satisfied are you with
present position of your business

3. How satisfied are you with the
present ; when you consider
the expectation you had when
you took the job.

4. how satisfied are you with
the all round standing of
women entrepreneur in the
society

5. How satisfied are you with
the economic status of your
family

6. How much satisfied are you with
your customers appreciation for
your product/service.

1

2

3

4

5

6

7

D. WORK AUTONOMY

1. How satisfied are you with
the freedom you get in this
job to do what is thoughts
best in a situation.
2. How satisfied are you with
your participation in
decision making and planning
of
 - a) Purchasing of the raw material
 - b) Purchasing of tools & equipment
required.
 - c) Modification in the design of
the product/service.
 - d) Account keeping
 - e) Identifying ability of workers
and designing work to them.
 - f) Maintaining the standard of
product/service.
3. How satisfied are you about
success in performing the task
4. How satisfied are you about
your success in problem solving

1	2	3	4	5	6	7
---	---	---	---	---	---	---

5. How satisfied are you with government rules and regulation made for the entrepreneur.
6. How satisfied are you with the extent of governments facilities available for women entrepreneurs.
7. Do you feel that work schedule of your job is flexible YES/NO
- How satisfied are you with the flexibility offered by the work schedule in performing entrepreneurial task.

SCALE TO ASSESS JOB PERFORMANCE EFFICIENCY.

Sr.	Sub-Scale items	Rating scale					FREQUENCY				
		EFFICIENCY									
No.		most	More	Effici-	Less	Least	Alway	Most	Often	Some	Never
		Efficient	Efficient	ent	efficie-	effic-		often		times	
		1	2	3	4	5	1	2	3	4	5

JOB PERFORMANCE

1. The following is the list

of the tasks which need

to be performed by the

women entrepreneur.

kindly expressed your

opinion regarding how

efficiently/frequently

these tasks are performed

by you.

- Purchasing of raw material
- Manufacturing of the product type of service given
- Purchasing of tools and equipments require
- Modification in the design of the product/service
- Designing new product
- Account keeping.
- Supervising products/ service standard
- Identifying ability of worker and assigning work
- Maintaining office record/ registers.
- Verifying periodically the store.
- Repairing and maintaining of the tools and equipments.

SCALE TO MEASURE HOME SATISFACTION

SR. NO.	SUB-SCALE ITEMS	RATING SCALE				
		Highly satisfied	moderately satisfied	undeci- ded	dissa- tisfied	highly diss- atified
1	2	3	4	5	6	7
1.	Are you satisfied with family togetherness.					
2.	Are you satisfied with the affection which is expressed by your family					
3.	Whether all the family members are satisfied with you. YES?NO					
4.	Are you satisfied with the time whatever you spend with your family members.					
5.	Are you satisfied with the help received from your family members for the household duties.					
6.	Are you satisfied with the emotional support which you get from your relatives/neighbours/friends					
7.	Are you satisfied with the service which you get from community resources such as Govt. policies etc.					
8.	Are you satisfied with present household furniture and appliances.					
9.	Are you satisfied with your children's development.					

APPENDIX - III

Distribution of Respondents according to their level of satisfaction with respect to work Environment.

SR. No.	TYPES OF ENTERPRISE	Frequency and percentage	RATING SCALE			
			highly satisfied	moderately satisfied	undecided	highly dissatisfied
1.	Beauty parlour	19 (19.09)	14 (13.34)	03 (2.86)	-- (1.90)	02 (1.90)
2.	Tailoring unit	03 (02.86)	02 (01.90)	01 (0.45)	--	--
3.	Papad making ind.	18 (17.14)	10 (09.53)	06 (5.71)	02 (1.90)	--
4.	Readymade garments	28 (26.67)	15 (14.29)	10 (9.52)	03 (2.86)	--
5.	Flour mill	04 (03.81)	02 (01.90)	02 (1.90)	--	--
6.	Chilli grinding unit	04 (03.81)	03 (02.86)	01 (0.95)	--	--
7.	R.C.C.pipe factory	01 (00.95)	--	01 (0.95)	--	--
8.	Knitting	02 (01.91)	--	02 (1.91)	--	--
9.	Printing press	04 (03.81)	02 (01.90)	02 (1.90)	--	--
10.	Ice Candy factory	03 (02.86)	02 (01.90)	01 (0.95)	--	--
11.	Photographic	01 (00.95)	01 (00.95)	--	--	--
12.	Tiles shope	01 (00.95)	--	01 (0.95)	--	--
13.	Leather bag making	01 (00.95)	--	01 (0.95)	--	--

Contd.....

SR. NO.	TYPES OF ENTERPRISE	Frequency and percentage	RATING SCALE			
			highly satisfied	moderately satisfied	undecided	highly dissatisfied
14.	Chalk factory	01 (00.95)	--	01 (0.95)	--	--
15.	Pharmaceutical shop	02 (01.91)	02 (01.90)	--	--	--
16.	Perfumery industry	01 (00.95)	01 (0.95)	--	--	--
17.	Electrical appliance	01 (00.95)	--	01 (0.95)	--	--
18.	Seed shop	01 (00.95)	--	01 (0.95)	--	--
19.	Polythelene factory	01 (00.95)	--	01 (0.95)	--	--
20.	Bangle store	03 (02.86)	02 (01.90)	01 (0.95)	--	--
21.	Xerox	03 (02.86)	02 (01.90)	01 (0.95)	--	--
22.	Pepsi unit	01 (00.95)	--	01 (0.95)	--	--
23.	Plastic products	01 (00.95)	--	01 (0.95)	--	--
24.	Color lab.	01 (00.95)	01 (0.95)	--	--	--
		105 (100)	59 (56.19)	39 (37.14)	05 (4.56)	02 (1.91)

(Figures in Parenthesis indicate percentage)

APPENDIX - IV

Distribution of respondents according to their level of satisfaction with respect to work schedule

SR. NO.	TYPES OF ENTERPRISE	Frequency and percentage	RATING SCALE			
			Highly satisfied	moderately satisfied	undecided	disatisfied highly dissatisfied
1.	Beauty parlour	19 (19.09)	15 (14.28)	04 (3.81)	--	--
2.	Tailoring unit	03 (02.86)	01 (0.95)	01 (0.95)	--	--
3.	Papad making ind.	18 (17.14)	10 (09.53)	05 (4.76)	01 (0.95)	01 (0.95)
4.	Readymade garments	28 (26.67)	09 (08.58)	18 (17.14)	02 (1.91)	01 (0.95)
5.	Flour mill	04 (03.81)	02 (01.90)	02 (1.90)	--	--
6.	Chilli grinding unit	04 (03.81)	02 (01.90)	02 (1.90)	--	--
7.	R.C.C.pipe factory	01 (00.95)	--	01 (0.95)	--	--
8.	Knitting	02 (01.91)	01 (0.95)	01 (0.95)	--	--
9.	Printng press	04 (03.81)	03 (02.86)	01 (0.95)	--	--
10.	Ice Candy factory	03 (02.86)	02 (01.91)	01 (0.95)	--	--
11.	Photographic	01 (00.95)	--	01 (0.95)	--	--
12.	Tiles shope	01 (00.95)	01 (0.95)	--	--	--

Contd.....

SR. NO.	TYPES OF ENTERPRISE	Frequency and percentage	RATING SCALE			
			highly satisfied	moderately satisfied	undecided	highly dissatisfied
13.	Leather bag making	01 (00.95)	01 (0.95)	--	--	--
14.	Chalk factory	01 (00.95)	01 (0.95)	--	--	--
15.	Pharmaceutical shop	02 (01.91)	01 (00.95)	01 (0.95)	--	--
16.	Perfumery industry	01 (00.95)	01 (0.95)	--	--	--
17.	Electrical appliance	01 (00.95)	01 (0.95)	--	--	--
18.	Seed shop	01 (00.95)	01 (0.95)	--	--	--
19.	Polythelene factory	01 (00.95)	01 (0.95)	--	--	--
20.	Bangle store	03 (02.86)	02 (01.91)	01 (0.95)	--	--
21.	Xerox	03 (02.86)	02 (01.91)	01 (0.95)	--	--
22.	Pepsi unit	01 (00.95)	01 (0.95)	--	--	--
23.	Plastic products	01 (00.95)	01 (0.95)	--	--	--
24.	Color lab.	01 (00.95)	01 (0.95)	--	--	--
		105 (100)	60 (57.14)	40 (38.09)	03 (2.85)	02 (1.91)

(Figures in parenthesis indicate percentage)

APPENDIX - V

Distribution of Respondents According to their Level of satisfaction with Respect to Occupational Stability

SR. NO.	TYPES OF ENTERPRISE	Frequency and percentage	RATING SCALE			
			highly satisfied	moderately satisfied	undecided	highly dissatisfied
1.	Beauty parlour	19 (19.09)	15 (14.28)	03 (2.86)	--	01 (0.95)
2.	Tailoring unit	03 (02.86)	03 (02.86)	--	--	--
3.	Papad making ind.	18 (17.14)	10 (09.52)	08 (7.61)	--	--
4.	Readymade garments	28 (26.67)	20 (19.05)	06 (5.71)	02 (1.91)	--
5.	Flour mill	04 (03.81)	02 (01.91)	02 (1.91)	--	--
6.	Chilli grinding unit	04 (03.81)	03 (02.86)	01 (0.95)	--	--
7.	R.C.C.pipe factory	01 (00.95)	--	01 (0.95)	--	--
8.	Knitting	02 (01.91)	01 (0.95)	01 (0.95)	--	--
9.	Printng press	04 (03.81)	02 (01.90)	01 (0.95)	01 (0.95)	--
10.	Ice Candy factory	03 (02.86)	02 (01.90)	01 (0.95)	--	--
11.	Photographic	01 (00.95)	01 (00.95)	--	--	--
12.	Tiles shope	01 (00.95)	--	01 (0.95)	--	--

contd..

SR. NO.	TYPES OF ENTERPRISE	Frequency and percentage	RATING SCALE				
			very satisfied	satisfied	undecided	dissatisfied	very dissatisfied
13.	Leather bag making	01 (00.95)	--	01 (0.95)	--	--	--
14.	Chalk factory	01 (00.95)	--	01 (0.95)	--	--	--
15.	Pharmaceutical shop	02 (01.91)	01 (00.95)	01 (0.95)	--	--	--
16.	Perfumery industry	01 (00.95)	--	01 (0.95)	--	--	--
17.	Electrical appliance	01 (00.95)	--	01 (0.95)	--	--	--
18.	Seed shop	01 (00.95)	--	01 (0.95)	--	--	--
19.	Polythelene factory	01 (00.95)	--	01 (0.95)	--	--	--
20.	Bangle storectory	03 (02.86)	--	02 (1.91)	--	--	--
21.	Xerox	03 (02.86)	01 (00.95)	02 (1.91)	--	--	--
22.	Pepsi unit	01 (00.95)	--	01 (0.95)	--	01 (0.95)	--
23.	Plastic products	01 (00.95)	--	01 (0.95)	--	--	--
24.	Color lab.	01 (00.95)	--	01 (0.95)	--	--	--
		105 (100)	61 (58.09)	39 (37.14)	03 (2.86)	01 (0.95)	01 (0.95)

(Figures in parenthesis indicate percentage)

APPENDIX - VI

Distribution of Respondents According to their Level of satisfaction with Respect to work autonomy

SR. NO.	TYPES OF ENTERPRISE	Frequency and percentage	RATING SCALE				
			highly satisfied	moderately satisfied	undecided	dissatisfied	highly dissatisfied
1.	Beauty parlour	19 (18.09)	11 (10.48)	06 (1.90)	--	02 (1.90)	--
2.	Tailoring unit	03 (02.86)	03 (02.86)	--	--	--	--
3.	Papad making ind.	18 (17.14)	14 (13.33)	02 (1.91)	02 (1.91)	--	--
4.	Readymade garments	28 (26.67)	15 (14.28)	13 (12.38)	--	--	--
5.	Flour mill	04 (03.81)	02 (01.91)	01 (0.95)	01 (0.95)	--	--
6.	Chilli grinding unit	04 (03.81)	02 (01.90)	01 (0.95)	--	--	01 (0.95)
7.	R.C.C.pipe factory	01 (00.95)	--	01 (0.95)	--	--	--
8.	Knitting	02 (01.90)	--	02 (1.90)	--	--	--
9.	Printing press	04 (03.81)	02 (01.90)	02 (1.90)	--	--	--
10.	Ice Candy factory	03 (02.86)	02 (01.90)	01 (0.95)	--	--	--
11.	Photographic	01 (00.95)	01 (00.95)	--	--	--	--
12.	Tiles shope	01 (00.95)	01 (0.95)	--	--	--	--

Contd.....

SR. NO.	TYPES OF ENTERPRISE	Frequency and percentage	RATING SCALE			
			highly satisfied	moderately satisfied	undecided	highly dissatisfied
13.	Leather bag making	01 (00.95)	--	01 (0.95)	--	--
14.	Chalk factory	01 (00.95)	--	01 (0.95)	--	--
15.	Pharmaceutical shop	02 (01.91)	01 (00.95)	01 (0.95)	--	--
16.	Perfumery industry	01 (00.95)	01 (0.95)	--	--	--
17.	Electrical appliance	01 (00.95)	01 (0.95)	--	--	--
18.	Seed shop	01 (00.95)	--	01 (0.95)	--	--
19.	Polythelene factory	01 (00.95)	01 (0.95)	--	--	--
20.	Bangle store	03 (02.86)	02 (1.91)	01 (0.95)	--	--
21.	Xerox	03 (02.86)	--	03 (2.86)	--	--
22.	Pepsi unit	01 (00.95)	--	01 (0.95)	--	--
23.	Plastic products	01 (00.95)	01 (0.95)	--	--	--
24.	Color lab.	01 (00.95)	--	01 (0.95)	--	--
		105 (100)	60 (57.14)	39 (37.14)	03 (2.86)	02 (1.91)
						01 (0.95)

(Figures in parenthesis indicate percentage)

APPENDIX - VII

Frequency of Performing the roles in business management by the women entrepreneurs

Sr. No.	Entrepreneurial activities	Always	Most often	Often	Some times	Never
1.	Purchasing of raw material	42 (40)	27 (25.71)	11 (10.48)	25 (23.81)	--
2.	Manufacturing of the product type of service given	81 (77.14)	21 (20)	03 (2.86)	--	--
3.	Purchasing of tools and equipments require	30 (28.57)	04 (3.81)	40 (38.09)	--	--
4.	Modification in the design of the produ	81 (77.14)	19 (18.1)	02 (1.90)	02 (1.90)	01 (0.95)
5.	Designing new product	86 (81.90)	13 (12.36)	04 (3.81)	01 (0.95)	01 (0.95)
6.	Account keeping	83 (79.04)	14 (13.33)	07 (6.)	--	--
7.	Supervising product/ material	94 (89.52)	11 (10.48)	--	--	--
8.	Identifying ability of worker and assigning work to them.	30 (28.57)	20 (19.04)	10 (9.52)	--	--
9.	Maintaining office material	87 (82.86)	17 (16.19)	01 (0.95)	--	--
10	Verifying periodically the store	94 (89.42)	09 (8.57)	02 (1.91)	--	--
11	Repairing and maintaining of the tools and equipments	40 (38.1)	20 (19.04)	14 (13.33)	--	--

(Figures in parenthesis indicate percentage)