JOB SATISFACTION OF WOMEN SOCIAL WORKERS:
A STUDY ON BELAGAVI DISTRICT

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Abstract: Several studies have often found that the Social Workers remain unsatisfied with their job status. One may be the reason that suitable jobs despite having adequate qualification is not found or at times, the salary is not up to the expectations in spite of Social Work being dominantly an area which is gaining importance day by day. India is a developing nation where-in, several societal evils still exist. Here, comes the role of Social workers in ensuring an equitable society and aiding in eradicating the obstacles towards progress. It is sad that even after prominent schools offer the course with a promise of good placements around the country in multi-disciplinary backgrounds, yet most of the social workers are still under paid and are not gaining an equitable status on par with their qualification.

This study will analyse the status of women social workers in the Belagavi district of Karnataka state, using questionnaire. A sample of 100 will be taken from the district using Snowball sampling technique. The study will explore whether the women social workers are satisfied with the current state of affairs and what need to be done to create a conducive work environment.

Keywords: Job Satisfaction, Women, Women Empowerment.

Introduction: Social work is nothing but To help people to help themselves. Social work is a recent branch of knowledge to solve the psycho- social problems in society. It is a professional work or professional service to work with individuals and group as well as community to solve their problems social work comprises of six methods to use various resources and utilize different skills, tools and techniques to solve people's problems besides improving the quality of their life.

The history of social work boasts of three different worlds. One among them is of UK (United Kingdom), second one of USA and the final one in India. The social work first began in UK. In United Kingdom, in the Elizabethan era, introduction of the charity organization society in 1869 also helped the purpose, later the introduction of the settlement house movement and the training of social work in 1899 spearheaded the causes. Next, it started in the United States of America and they also worked for development of people. Social work in India is divided into three parts, one is before independence, after independence, and the modern days. In modern period, in the year of 1936, Dorabji Tata Graduate School of social work started to teach professional social work. Today most of the colleges and universities offer Under-graduation (BSW) and Post-graduation (MSW) courses in Social Work

After complication of Post-Graduation, most of the graduates seek work in NGO's, Hospitals, but they are not satisfied with their jobs not only because of the low salary level, also due to unmatched specializations and job requirements.

The study aimed to explore the stress and job satisfaction of women social workers. In the scientific research there is still no general correspondence involving job satisfaction. Hop pock defined job satisfaction as any combination of psychological and enivernmental circumstance that cause a person truthfully to say i am satisfied with my job (Hoppock,1935). According to this approach although job satisfaction is under the influence of many external factors, it remains something internal that has to do with the way how the employee feels that job satisfaction presents a set of factors that cause a feeling of satisfaction. Job satisfaction is intimately connected with individual behaviour.

Review of literature:

1. Ms. Mehta, Ms. Popli Ankita, Dr. Madan Manish (2016) define job satisfaction as the degree of employee, employee is that satisfied about the job because of the specialization of that employee they are not working that through only they don't get good salary about this work and the employee job satisfaction affiliated with their jobs and the employee they felt good or bad about those work

2. Srivastava S.K (2002) has mentioned about the job satisfaction is the upshort versatile positions by employee job and this positions are related about specific components as wages, condition of work. The specific job like and dislike received in association with the job. The author said that "employer and employee relationship is like a marriage and the success of any marriage depends essentially on the co- operative contributory and complimentary efforts on the part of both the partners".

Objectives:

1. To describe the several prospect that determine the satisfaction level of women social workers.

2. To evaluate the level of satisfaction of women social workers.

3. Women social worker working condition and the relationship with the worker and working area.

Methodology: The study analyses the status of women social workers in Belagavi district of Karnataka state using survey methodology by administering structured questionnaire on 100 respondents. The study explores whether the women social workers are satisfied with the current state of affairs and what need to be done to create a conducive work environment.

Findings and Discussion:

Table 1: Socio Personal characteristics of the respondents

Age groups	Total	Percentage
18-29	74	74
30-39	26	26
40-49	0	
50 & above	0	
Total	100	100
Marital Status		
Total	100	100
Married	66	66
Unmarried	44	44
Total	100	100
Type of family		
Joint	46	46
Nuclear	64	64
Total	100	100

Table 1 gives the socio personal characteristics of the respondents. As per table 1, respondents are only present in two age groups. A great majority (74%) of the respondents belong to the age group of 18 to 29 years, followed by the age group of 30 to 39, which accounts for 26 percent.

Among the respondents, majority (66%) are married and less than half (44%) of the respondents are unmarried. Majority (64%) of the respondents have nuclear families and less than half (46%) of the respondents are from joint families. It is important to note that the marital status of the respondents and the type of family which they belong to also affects their job satisfaction.

Table: 2 Education Qualifications and Expertise

Educational qualification	Total	Percentage
BSW/MSW	65	65
BA/MSW	35	35
Total	**100**	**100**
Specialization of women social workers		
Community development	44	44
Medical and psychiatric	23	23

Correctional setting	00	00
Human resource management	22	22
Generic	11	11
Total	**100**	**100**

According to table 1, a great majority (65%) of the respondents have completed bachelor of social work before attaining their masters in social work. A little more than quarter (35%) of the respondents have competed Bachelor of Arts before completing their masters in social work. As majority of the respondents have BSW degree before taking up MSW, it can be expected that they have better understanding of Social Work than their counterparts.

Among the respondents, majority (44%) are specialized in Community Development, less than quarter (23%) are specialized in Medical and Psychiatric, 22 percent of the respondents are specialized in Human Resource Management and only 11 percent of the respondent are specialized in Correctional Setting. It is to be noted that there are no social workers among the respondents with Correctional Setting expertise. This can be attributed to the reason of women folk finding it difficult to work in delinquent or retard homes.

Table: 3 Employment type and monthly income

Sector	Total	Percentage
NGO	87	87
Hospital	11	11
Govt. Projects	00	00
If any other, mention	00	00
Monthly income		
5,000	54	54
7,000	46	46
10,000	00	00
Above 10,000	00	00

Table 3 depicts the employment type and monthly income. A great majority (87%) of the respondent are working in NGOs and less than quarter (11%) of them are working in Hospitals.

Among the total respondents, majority (54%) of them draw salary of Rs. 5,000 per month and nearly half (46%) of the respondent draw salary of Rs. 7,000 per month. It is sad to see that the social workers are getting paid very less even though they have masters' degree in Social Work.

Table 4: Work experience

Work Experience	Total	Percentage
0-5 years	71	71
5 to 7 years	14	14
7 to 10 years	15	15

More than 10 years	00	00

As per table 4 a great majority (71%) of the respondents are have work experience up to 5 years, more than half (15%) of the respondents have work experience of 5 to 7 years and only 14 percent of the respondents have work experience up of 7 to 10 years.

Table 5: Work Environment

Working Environment	Total	Percentage
Participative	77	77
Autonomous	11	11
Whimsical	12	12
Red tapism	00	00

According to table 5 a great majority (77%) of the respondents have participative work environment, followed by more than half (12%) of respondents have whimsical work environment is and only 11 percentage are have work environment is autonomous, none of the respondent are work environment in red tapism. It is a welcome fact that none of the respondents have red tapism working environment which might restrict professional growth.

Table 7: Professional Challenges

How challenging is your job	Total	Percentage
Extremely Challenging	25	25
Very Challenging	52	52
Moderately Challenging	00	00
Not at all Challenging	23	23

According to table 7 a great majority (52%) of the respondents opine that their profession is very challenging, followed by nearly half (25%) of respondents find their profession extremely challenging and only 23 percent of respondents find their profession not at all challenging. When a profession is challenging, the workers try and update

themselves to be on the top, which will result in quality work.

Table 8: Job Satisfaction

Job Profile Satisfaction	Total	Percentage
Extremely Satisfied	00	00
Moderately Satisfied	41	41
Slightly Satisfied	25	25
Neither Satisfied nor Dissatisfied	34	34
How satisfied are you with your salary compared to the work you perform		
Extremely satisfied	00	00
Moderately satisfied	30	30
Neither satisfied nor dissatisfied	70	70

According to table 8, majority (41%) of the respondent are moderately satisfied with their job profile, followed by less the quarter (34%) of respondents are neither satisfied nor dissatisfied with job profile and 25 percent of respondents are slightly satisfied with their job profile.

Majority (70%) of the respondents are neither satisfied nor dissatisfied with their salary for the amount of work they put in, followed by, little more than quarter (30%) of respondents are moderately satisfied with salary for the level of work they perform.

Conclusion: Social work, as the phrase itself states that this particular profession is to help others, it is a pity that the women social workers of Belagavi district of Karnataka are not satisfied with their job due to not so appealing salary, stagnant condition of their job profiles despite expertise and experience. Most of the women social workers are working in NGO's and Hospitals and rarely correctional facilities. Unless there is a change in the policies and attractive salaries and campaigns to persuade women to come forward to work in all the segments of social work there will be a constant lack of social workers and job dissatisfaction will persist.

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