



## Influence of interaction effects of organizational climate, education and gender on job satisfaction

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### Abstract

This study is an attempt to explore the influence of interaction effects of organizational climate, education and Gender on job satisfaction. Moreover it is also to study the effect of independent variables i.e. organizational climate, education and Gender on dependent variable i.e. Job satisfaction.

In order to study, 180 subjects were taken including 90 males and 90 females with Professional and Traditional education from different public undertakings. F-test and New-man kaul test were also administered. The results show that organizational climate, education and Gender effect job satisfaction.

**Keywords:** organizational climate, education and gender and job satisfaction

### Introduction

Job Satisfaction is one of the most crucial but controversial issues in the field of education, industry, occupation, and organization. Psychologists, sociologists, economists and administrators, in these fields find themselves baffled over the problem of professional satisfaction. Job satisfaction is widely accepted psychological aspect of effective functioning in any profession. Job satisfaction is influenced both by the extent to which the work a person does is intrinsically interesting to him and by his attitude towards the total work situation including company, his supervisors and his fellow workers.

### Organizational Climate

The organizational climate of the organization is the product of the relationship between the management and employees & between the workers. The interaction take place within the sociological and psychological frame work of the organization as they future their prescribed role satisfying their individual needs.

### Education

Education plays an important role in job satisfaction. Some studies shows that people with professional education have more job satisfaction in comparison to people with traditional education.

### Gender

The Gender difference also effect job satisfaction. Whartor Army S. and Baron, conducted a study which resulted that women in predominantly male working setting are the most satisfied with their job

### Review of literature

#### Organizational Climate

Many Psychologists have investigated studies related to organizational climate. They found that organizational climate have significant effect on job satisfaction. Sharidan,

Jaya Seetha found that organization climate enhance satisfaction. Results indicates that people working in better working climate have more job satisfaction as compared to person working in low organizational climate.

### Education

Some studies related to education shows that education plays an important role in job satisfaction. Some studies shows that people with professional education have more job satisfaction In comparison to people with non-professional education.. Sanyal, Nilyana & Basu, & Singh have shown that employee with professional education have high level of job satisfaction than to employee with non-professional education.

### Gender

The Gender difference also affects the job satisfaction. Whartor S. and Baron, conducted a study which indicates that women in predominantly male work setting are the most satisfied with their job Supporting theories that women's intergroup relation improves as their number declines.

### Hypotheses of the study

1. There is no significant interaction between Organizational climate and Gender of the subjects.
2. There is no significant interaction between Organizational climate and education of the subjects.
3. There is no significant interaction between Gender and education of the subjects.
4. There is no significant interaction among organizational climate, Gender and education of the Subjects

### Methodology & Design

#### Variables

1. The first independent variable- organizational climate has three levels i.e., high, moderate and Low.
2. The second independent variable- Gender has two

- levels i.e. Male and female.  
 3. The Third independent variable- Education has two levels i.e. Professional and Traditional.

**Table 1.1**

S.N.	Variables	Symbols
1	Organizational Climate	A
	High	A1
	Moderate	A2
	Low	A3
2	Gender:	B
	Male	B1
	Female	B2
3	Education	C
	Professional	C1
	Traditional	C2

**Dependant Variable**

Job satisfaction

**Experimental Design**

A 3x2x2 factorial design consisting of three independent variables was used in the present research work. Organizational climate is varied at three levels. i.e. High, moderate and Low, Gender of the subjects is employed by using male and female and education is varied at two levels i.e. Professional and Traditional education.

**Results**

**Summary of analysis of variance scores**

Source of Variation	Sum of Squares	Df.	Mean Squares	F.
A X B (Organizational Climate & Gender)	400.42	2	200.21	22.22**
B X C (Gender & Education)	31.24	1	31.24	3.46**
AX B XC (Organizational Climate, Gender & Education)	140.75	1	140.75	15.58**

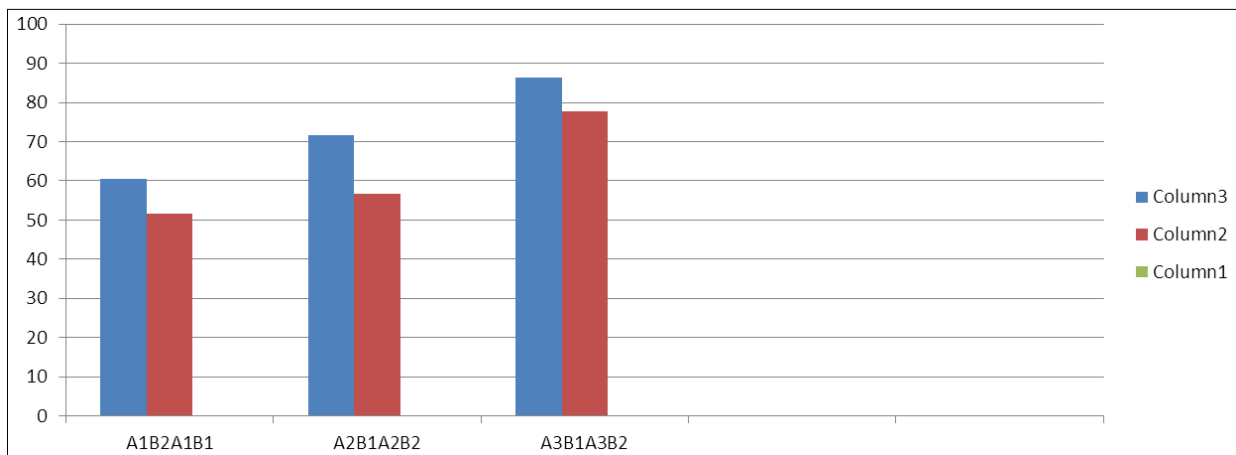
**Mean job satisfaction for organizational climate and gender (a x b)**

**Table 1.2**  
A B

	A1		A2		A3	
	N	Total	Mean	N	Total	Mean
B1	30	1817	60.56	30	2150	71.67
B2	30	1550	51.67	30	1700	56.67
	N	Total	Mean	N	Total	Mean
B1	60	2589	43.15	60	2589	43.15
B2	60	2335	38.92	60	2335	38.92

As far as the mean values are concerned, the lowest and highest means are 51.67 and 86.3 for group A1B2 and A2B1 respectively. Thus it can be stated that female subjects with low organizational climate have low job satisfaction as compared to males. This interaction is found significant and can also seen in bar diagram.

**Table 1.3: Bar diagram showing interaction AX B**



**Job satisfaction score  
New Man –Kaul Test**

Group Compared Mean	A1B1 51.67	A2B2 56.67	A1B2 60.56	A2B1 71.67	A3B2 77.83	A3B1 86.30
A1B1 51.67	-	5.00**	8.89**	20.00	26.16**	34.63**
A1B1 56.67	-	-	3.89**	15.00**	21.16	29.63**
A1B1 60.56	-	-	-	11.11**	17.27**	25.74**
A1B1 71.67	-	-	-	-	6.16**	14.63**
A1B1 77.83	-	-	-	-	-	8.47**
A1B1 51.67	-	-	-	-	-	-

\*\* Denotes the significant at 0.01 level of confidence.

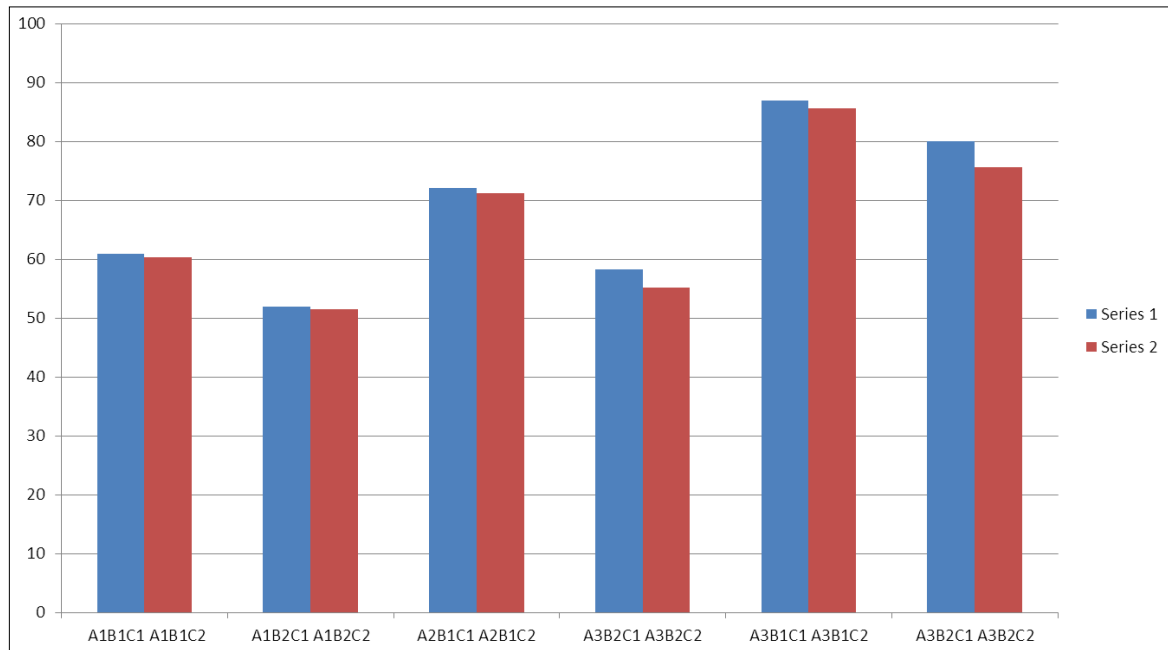
\* Denotes the significant at 0.05 level of confidence.

Table show that there are twelve mean group differences out of fifteen are significant at 0.01 level of confidence as the mean group difference values are higher than the statistical value given in the table.

**Mean job satisfaction for organizational climate, gender and education (axbxc)**

A1 A2 A3																							
B1	N	Total	Mean	B2	N	Total	Mean	B1	N	Total	Mean	B2	N	Total	Mean	B1	N	Total	Mean	B2	N	Total	Mean
C1	15	913	60.87	C1	15	778	51.87	C1	15	1082	72.13	C1	15	872	58.3	C1	15	1304	86.93	C1	15	1201	80.06
C2	15	904	60.27	C2	15	772	51.47	C2	15	1068	71.2	C2	15	828	55.2	C2	15	1285	85.67	C2	15	1134	75.6

**Bar diagram showing interaction among axbxc**



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