

ORIGINAL CONTRIBUTION

Sociological analysis of job satisfaction of working women at male-dominated workplace in Quetta (Balochistan)

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Abstract— The focus of the study is to examine the level of job satisfaction of working women in a male-dominant workplace. The women who work in male-dominated occupations faced several difficulties which decrease job satisfaction. The level of job satisfaction can be measured through the attitude of working women regarding work experiences. The present study was designed to investigate the influence of male dominance on job satisfaction of working women at male-dominated work in Quetta city. The targeted population of this study was composed of $N = 800$ female workers from all higher educational institutes of Quetta (Balochistan). The sample size was $N = 500$. A structured questionnaire was developed to collect primary data. The data were examined by using SPSS (statistical package for social sciences) version 24 software. The Chi-square test was implemented to measure the relationship between job satisfaction and male dominance at the workplace. The findings showed there is a significant association between male dominance and job satisfaction of working women. The level of job satisfaction of working women is lower because of males' supremacy. These findings imply that the chances of professional development must be equally provided to every worker without any gender disparity. Moreover, these findings render useful recommendations for policymakers.

Index Terms— Male Dominancy, Job Satisfaction of Working Women, Professional Opportunities, Career Development

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Introduction

Globally several organizations are working to eliminate all forms of gender discrimination against women, but the situation is the same worldwide in the labor market. Economically empowered women have all benefits of life such as services of good health, freedom from poverty and violence, financial independence, which leads towards a better lifestyle. Although, women's participation is still uncountable in the economic sector. First of all, women faced discrimination in employment; women are neglected to appoint to higher positions. Unfair treatment related to women's employment contains traditional, social, and religious values and opinions. The typically attributed gender roles restricted the women as housemakers, childrearing and bearing caring of elderly is the main reason of gender discrimination against women at workplace. The so-called pink-collar professions such as teaching, nursing, and cleaning are preferable for women because of the socially constructed roles of women. At the workplace, women's education level and experience compared to men is another major factor that leads to gender discrimination. It affects the earning of women. At the workplace, women's earning is insignificant than their male colleagues. The factors that affect job satisfaction are the workplace environment, nature of job and job flexibility, the behavior of male workers and supervisors/ boss, and income. Apart from these factors, sexual harassment also affects the job satisfaction of working women (Adesina-Uthman, 2017). Division of labor labeled by Emile Durkheim in 1893 defines the role of both genders.

Since ancient times, women are bound to stay at home for domestic chores and sacrifice their career and professional development. Therefore they are not accepted in the labor market. Employees' emotional reaction or feelings associated to their whole work experience shows their level of job satisfaction. The most important element of job satisfaction is financial stability and fulfillment of basic needs throughout performing services at the workplace (Kalva & Shirayayev, 2016). The criteria of measuring job satisfaction are based on an attitude of workers about like and dislike the aspects of their job and positive or negative remarks about their work life. There is a significant association between the fulfillment of basic needs and job satisfaction at the workplace. If employees of any organization have equal access to resources and opportunities, then the level of job satisfaction will be increased automatically. Having all professional benefits without any gender-based disparity increased the level of job satisfaction automatically (Reza et al., 2017). The positive attitude

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of workers meaningfully supports the reproductive outcome of the organization. It is generally observed at the workplace that women have not sufficient chances of advancement as compared to male workers (Lucht, 2015). Male dominance present entirely, it exists at the workplace too. Working women are considered less talented and intellectual than men, therefore they treated not equally. All professional opportunities are preferably provided to male workers (Brief & Weiss, 2002). Response of workers effectively affects reproductive role of organization, negative and positive attitude (level of job satisfaction) of staff depends on having equal opportunities of advancement at workplace environment (Fisher, 2000). Working women in male-dominated workplaces have no decision-making power, fewer chances of creativity, less sharing of professional experiences, lack of participation in training, unequal chances of promotions. These factors raise job dissatisfaction among working women. The labor market reflects the imposed structural roles of gender as society developed sex roles. In a predominantly males labor market, working women have lower job satisfaction (Banerjee & Perrucci, 2010; Shahani & Tahir, 2020). At the workplace, the non-fulfillment of workers' expectations affects their level of job satisfaction. It affects workers' reproductive role and loyalty towards their organization (Memon & Jena, 2017).

Justification of the study

Job satisfaction of working women at male-dominated workplace remains burring issue all around the world from past to till now. Although the reasons for job dissatisfaction may dissimilar society to society and culture to culture. Women are treated not equally as compared to men at every stage of life. There are several factors that actively work to keep women under the subjugation of men. Pakistan has a patriarchal system, which never supports women taking part in social, political, and economic activities. Therefore women are strictly bound to stay at home for fulfilling their domestic responsibilities. Socially constructed roles of gender not allowed women to work in the formal labor force. Women's involvement in the labor sector is a thread for men in the sense of controlling economic resources. Therefore, women faced several problems which decreases job satisfaction. The present study focused on the job satisfaction of working women in a male-dominated workplace. Organizations preferred to provide all organizational opportunities to their male employees, and female employees are faced discrimination. The aim of the study is to highlight the impact of male dominance on women's job satisfaction. The conducted study will helpful for sociologists, economists. It will provide information to policymakers and government nongovernmental organization who works for the betterment of women's life.

Objectives of the study

The objective of the study is mentioned as under which was developed through literature review.

- To know the impact of male dominance on job satisfaction of working women at male-dominated workplace.

Hypothesis of the study

- There is a relationship between male dominance and job satisfaction of working women a male-dominant workplace

Literature Review

Generally, working women are suffering from the worst conditions in the labor market. They are deprived of basic professional benefits. Women at the workplace get less from their job, which decreases job satisfaction and expectations of future development. Stereotypical gender roles and traditional norms bound women for specific occupations, which are known as pink professions, rather than to select for male occupied professions. Women at male dominated occupations do not have job satisfaction (García-Mainar et al., 2016). Job satisfaction is the most important tool of socio-economic development. Job satisfaction is a reflection of employees' enthusiastic performance and success in any organization and economy. There is a significant association between job satisfaction and reproductive roles of workers, presentism. Generally, job satisfaction can be measured from negative and positive attitudes of employees related to their job experiences. Organizations ought to care its employees in order to have job satisfaction among workers. Job satisfaction plays a vital role in the psychological well-being of workers which increases less absenteeism and turnover. If the basic professional benefits are provided by the organization, then the level of job satisfaction will be higher. Through many studies, it is observed that gender disparity is the root cause of job dissatisfaction. There are several factors of job dissatisfaction such as limited chances of promotions and career development, less salary, fewer chances of participation in training, having less social security, and workplace harassment (Mesh'al Kh & Adnan, 2018). Job satisfaction describes the emotional state of works about their job experiences. The workplace benefits such as pay, opportunities for advancement, promotions, and behavior of male workers highly affect the job satisfaction of working women. Excluding these factors, the workplace environment also plays a vital role to increase job satisfaction, the behavior of supervisors and male colleagues affects women's job satisfaction. The socially constructed roles of genders present the location of women as subordinate to men that's the major cause of discrimination against women at the workplace. Male-dominated occupations, women are not treated equally as male co-workers (Zaman & Rahman, 2013). Gender inequality is a universal phenomenon, the women in the labor market are considered less valuable and less skilled than male workers, although they are highly qualified. Males' authoritative positions affect the job satisfaction of working women. Non-fulfillment of professional benefits increases stress levels among working women (Memon & Jena, 2017). Female workers faced several issues regarding their job satisfaction, workplace environment is one of them. Organizations ought to provide a better atmosphere to their employees in order to have a better reproductive role, work efficiency, and effectiveness (Raziq & Maulabakhsh, 2015). In the era of modernization, women are taking part in economic activities, the workplace environment is key to job satisfaction. Workers' job satisfaction depends on what they expect from their job. There are two types of work environment first one is physical environment, and the second is non-physical work environment. In both types, organizations care for their employees in the form of providing the best infrastructure, salary, friendly atmosphere, non-wage compensations. Slightly change accrued in the typical role of women due to modernization. Environmental factors support males' supremacy and women are not treated equally. Generally in patriarchal societies, traditional values give more importance to males than females and relate masculinity to self-esteem and femininity is unrelated to self-esteem (Sultana et al., 2017). Women's participation in the labor market remains uncountable due to the strong leadership positions

of males workers. Historical males' dominations affects women's self-esteem (Kunze & Miller, 2017). At the workplace, several factors are the cause of mental stress. The glass ceiling at workplaces exists globally. Work-life management and having professional resources without gender disparity maintain psychological well-being and level of job satisfaction (Yun et al., 2019). Gender-based discrimination present everywhere entirely, the glass ceiling is well established at the workplace to impose male superiority. Glass ceiling affects the performance and professional skills of women, which creates a stressful environment (Flippin, 2017). Having organizational benefits enhance job satisfaction among employees. Essentially the job satisfaction is related to the completion of assigned tasks as well; job satisfaction can be evaluated by the positive and negative behavior of workers concerning their job. At the workplace, the employer ought to assign the tasks keeping the employees' motivational potential alike, skill variety, task identity, task importance, self-sufficiency, and response. Assign irrelevant tasks increases job stress among workers (Sultana et al., 2017). Organizational policies, the behavior of employers, professional benefits, task clarity, and career advancement are factors that directly affect job satisfaction (Alam et al., 2019). The job satisfaction and job stress of workers play a key role in the productivity of the organization. Facilities provided by organizations automatically affect positively on outcomes of administrations and increase the work efficiency of the workforce (Hoboubi et al., 2017). Female workers faced workplace harassment more than male workers. Workplace harassment is directly linked with gender and institutionet al.crimination (Bader et al., 2018). Recent studies observed that the harassers use their power at the workplace to harass their subordinates. Workplace harassment negatively affects employees' job satisfaction and self-esteem (Jung & Yoon, 2019). Employees' commitment to achieving targeted goals concerning the organization plays a vital role; it can happen when the employer empowers its employees to make decisions for progress (Davidson, 2020).

Research Methodology

The present study focused the job satisfaction of working women at male-dominated workplaces in Quetta city. The sample of the study is higher educational institutes of Quetta (Balochistan). The nature of the study is quantitative so, the simple random sampling technique used to select the sample size of the study. 500 respondents (working women) were selected in order to gather data about the relevant topics. Close-ended questionnaire distributed to collect information about the job satisfaction of working women in a male-dominated workplace. To analyze the data statistically, SPSS (statistical package of social sciences) version 24 used. The Chi-square test was applied to measure the association between variables. The results show at male-dominated workplace, working women have lower job satisfaction.

Results

In research data analysis, the researcher assembles the data and systematize it to develop helpful information from it.

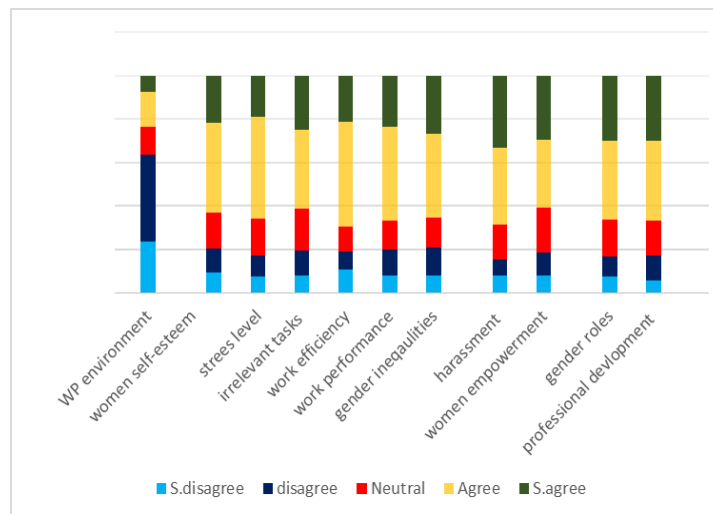


Fig. 1. Indicators

Table I
Chi-Square Test

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1922.340a	8	.000
Likelihood Ratio	1136.442	8	.000
Linear-by-Linear Association	19.347	1	.000
N of Valid Cases	500		

The figure above shows that the chi-square test measured the significant association between job satisfaction of working women and male dominance at the workplace. Women faced several problems due to males' supremacy at the workplace, which affects job satisfaction. So, the alternate hypothesis is accepted, and the null hypothesis is rejected because the calculated value is greater than the value of (df) 15.51.

Discussion

Job satisfaction is the attitude of employees concerning their whole work experience. The positive and negative states of emotions of workers categorize job satisfaction or dissatisfaction correlated to their job services. Most of the women are not satisfied at the workplace due to the workplace environment, 40% of respondents agreed, and 24% were strongly agreed. According to Zaman & Rahman (2013) and the workplace environment has a great impact on job satisfaction. If organizations do not support women, it affects women's work enthusiasm and self-confidence. The question asked from the study respondents that at male domination workplace affects their self-esteem, 42% of respondents agreed with this statement while 23% were strongly agreed. Compared to man women's confidence goes down a male-dominated workplace, several studies show the same results (Kunze & Miller, 2017; Solimun & Fernandes, 2018). Consuming organizational benefits increase job satisfaction among employees. Essentially the job satisfaction is related to the completion of assigned tasks. Usually, the cause of job dissatisfaction is connected to the irrelevant task, which automatically increases mental stress at the workplace. 37% of respondents of the present study were agreed, whereas 25% were agreed. The glass ceiling is a universal phenomenon. In the labor market, working women face an unseen barrier to have equality and equal positions as men have, though they are not less talented than men. The existence of a glass ceiling increases mental disturbance (Flippin, 2017). Glass ceiling is well established at the workplace to impose male superiority (Yun et al., 2019). The results of the conducted study highlight that the glass ceiling increases mental disturbance. So, 48% majority of respondents were agreed, while 19% were strongly agreed. Satisfied workers of any organization lead to more work efficiency and admire their work with loyalty and sincerity. Job satisfaction motivates the employees to work with more effort. Many studies proved that satisfied employees give their best to accomplish their job responsibilities (Hoboubi et al., 2017). So the systematically analyzed data of the present study shows 48.40% of respondents agreed that job satisfaction of employees increases work efficiency, though 22% were strongly agreed. The workplace environment is key to job satisfaction. Female workers faced several issues regarding their job satisfaction, and the workplace environment is one of them (Raziq & Maulabakhsh, 2015). The physical and non-physical environment must be comfortable for employees because it affects the reproduction of the organization and employees too. In the present study, 43.20% of respondents agreed that the workplace environment affects workers' performance and 24% were strongly agreed with this statement. Gender inequality is worldwide phenomena, the women at labor market are considered less valued and less skilled than male workers, though they are highly qualified. Males' authoritative positions affect the job satisfaction of working women (Memon & Jena, 2017). So, 39% of the respondents answered that gender inequalities affect job satisfaction, whereas 27% strongly agreed. At the workplace, another factor harassment negatively affects women's job satisfaction. Recent studies observed that the harassers use their power to harass their subordinates (Jung & Yoon, 2019). Harassment is belittling or bullying behavior (Mesh'al Kh & Adnan, 2018). In conducting the study, 35.20% of respondents agreed, and 33.40% were strongly agreed. Elimination of all forms of gender gaps will empower working women. All professional benefits are provided without any gender discrimination automatically empowers the employees. 31.40% of respondents of the study were agreed with this statement, and 29.40% strongly agreed. Traditionally developed gender roles generate hindrance for working women towards career development. Working women at the workplace get less than their male workers because orthodox gender roles and social norms bound the women for particular occupations, which are recognized as pink professions, rather than to select for male occupied professions. Gender based discrimination effects level of job satisfaction (García-Mainar et al., 2016). The 36.40% majority of the study respondents said that they faced job dissatisfaction due to typical gender roles, whereas 30.20% were strongly agreed. Women in the labor market are suffering from the poorest situation. The basic professional benefits are far away from them. If employees have higher chances of advancement, job satisfaction will be higher. The workplace opportunities such as pay, chances of progression, promotions, and behavior of male workers highly affect the job satisfaction of working women. The results of conducting the study showed that 36.60% were agreed that professional development enhances the level of job satisfaction, though 30.20% were strongly agreed.

Recommendations

The behavior of satisfied employees towards their work will be more positive and reproductive. Satisfied staff perform their services with more attention and complete their assigned tasks without errors. They are more loyal and committed to their job, the chances of job turnover and dependability will be less. In a comfortable workplace environment, the workers will share their experiences, knowledge and follow the rules and regulations well comely. Unfortunately, organizations discriminate its employees on the basis of gender differences. Organizational productivity and goal attainments depend on the job satisfaction of workers. So at the workplace, there should be a cooperative atmosphere that enhance the output of the organization and workers as well. The chances of professional development must be equally provided to every worker without any gender disparity. Generally, women at the workplace have fewer chances of promotion due to males supremacy, which affects their job satisfaction, there should not be inequality regarding promotions. Workplace harassment is a burning issue nowadays, the negative possessions of harassment affect job satisfaction, organizations should introduce proper policies to protect their employees from harassment. Financial benefits have great influences on job satisfaction. Numerous employees turnover their jobs due to less financial benefits. Therefore, the organization should be more concerned about the financial benefits of employees.

Limitations and Future Research Directions

The present study has been conducted from higher educational institutes of Quetta (Balochistan). Furthermore, this study can be conducted from the private educational sectors of Quetta city. The sample of this was just female employees but, in future the comparative study can be conducted. This study focused on the effects of male dominancy on job satisfaction of working women but, there many factors which affect the level of job satisfaction such as, harassment, lack of professional development, organizational environment, etc.

Conclusion

This study primarily investigated the effects of male dominance on the job satisfaction of working women in the tribal system of Quetta (Balochistan). Though there have been limitations in this study, the conclusion of the study could provide information that domination of male employees affects the level of job satisfaction of working women at the workplace. The results of the study show that there is an association between male dominance and job satisfaction of working women. The environment of the workplace for women is not supportive because of socially constructed roles of gender. In a patriarchal society, the mechanism of male dominance treats women as a useless part of society, where women have no empowerment, the situation is equivalent at the workplace as well. Professional and financial benefits are provided to male staff rather than to female workers. Inequalities at the workplace boost up stress levels and affect the physical and mental health of employees.

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