

## **A STUDY ON JOB SATISFACTION OF WOMEN CONSTABLES DURING COVID-19 IN KANNIYAKUMARI DISTRICT**

**MR.V.DHANEESH** Reg.No : 19213161011042 , Scott Christian College(Autonomous), Nagercoil, Affiliated to Manonmaniam Sundaranar University, Tirunelveli,Tamilnadu,India.  
Email:dhaneeshvm33@gmail.com

**DR.D.M.HEMSILIN NIJA** Assistant Professor, Department of Commerce, Scott Christian College(Autonomous), Nagercoil.

**ABSTRACT-**Pursuing job is the most difficult thing during the Covid-19 pandemics, whose consequences impair the capacities of workers at all organizational levels and impose unexpected challenges on superiors. Nevertheless, the scientific literature still lacks on overview of how researchers have been covering the issue. This article presents systematic review to investigate the job satisfaction of Covid-19 on women constables and how they adapt the situation to amid the pandemic in Kanniyakumari district. This study finds that lack of facilities, lack of rest, insecure work at night, inadequate income and increased job stress.

### **1.INTRODUCTION**

Women are strong as well as others in physical and mental in Manning of official administration and daily life. COVID-19 is not only a challenge for global health systems, but also a test of our human spirit. Recovery must lead to a more equal world that is more resilient to future crises. Women will be the hardest hit by this pandemic but they will also be the backbone of recovery in communities. The status of women in society during the Covid-19 period, the women constables fought corona along with men constables. Job satisfaction is one of the key factors in organization dynamics and is generally considered to be a primary dependent variable in terms of which the effectiveness of human resources of an organisation is evaluated. Despite the fact that job satisfaction is an attitudinal variable, it has emerged as an important variable for several reasons.

### **2.REVIEW OF LITERATURE**

Dr. S. Selvakumari, (2018) conducted a study to measure the level of job satisfaction among women employees of IT professionals along with the evidence of pay, work-life policy, etc. Six IT companies were selected by using the purposive sampling technique for the present study. One hundred respondents were selected randomly from the six IT companies are located in Coimbatore city. The results register that above 60% of women employees are extremely satisfied with their jobs. Job security is the essential factor of job satisfaction of the employees of IT companies in Coimbatore district. Therefore, the present study was undertaken to focus the personal and socio-economic character of Female working in the IT sector and to study the job satisfaction of IT women.

### **3.STATEMENT OF THE PROBLEM**

The researcher analysis the problem of women constables, they have endurances while in duty and family life categorically cases are being dealt with fair and equitable according to rules and regulations. In this study the quality of work life of police constables examined to get a thorough understanding of wellness of police constables during the pandemic. The results of the study on the promotional avenues and the most important training facilities will guide

the police department in enhance the overall quality of constable's work life during covid-19. The findings will be helpful to understand the situation of police constables during paandemic and thereby prepare an action plan to enhance it.

#### 4.OBJECTIVES OF THE STUDY

1. To analyse the level of job satisfaction among the women constables during covid-19.
2. To analyse the factors affecting the level of satisfaction among women constables during covid-19.
3. To measure the problems faced by women police on duty during covid-19.

#### 5.HYPOTHESIS OF THE STUDY

H1 = There is no significance difference between Age and levels of job Satisfaction.

H2 = There is no significance difference between Education and levels of job satisfaction.

H3 =There is no significance association between marital status and levels of job satisfaction.

H4 =There is no significance association between experience and levels of job satisfaction.

#### 6. RESEARCH DESIGN

The research has used descriptive research design for the study. The main aim for having used this design was to analysis the problem precisely as well as to increase the knowledge of the researcher about the magnitude of the problems, hence descriptive design was adopted for the present study.

#### 7.METHODOLOGY

The study was carried out in overall kanyakumari district. Convenience sampling method was used to collect the data. The sample collected was 120 from women constables. ANOVA, Weighted score and Garrett Ranking techniques were used to analyse the data. Some data were collected from primary and secondary sources of data.

#### 8.RESULTS AND DISCUSSIONS

##### 1. Levels of Job Satisfaction among women constables

The demographical profile of the women constables may have its own influence on the view on events of job satisfaction among them. The present study hs made aan attempt to analyse the association between them with the help of Analysis of Variance. The results of ANOVA is given below.

**Table1.Factors affecting the level of satisfaction of women constables during the pandemic period**

<b>FACTORS</b>	<b>WEIGHTED SCORE</b>	<b>RANK</b>
Working Environment	361	IV
Atmosphere in the team	359	V
Safety and Security	358	VI
Nature of Work	377	II
Respect from Society	362	III
Respect from Co-workers	382	I
Challenges	351	VII

Table 1 shows that the Respect from Co-workers Ranked First with the weighted score of 382 and the challenges ranked last with the weighted score of 351.

### 3.Problems faced by women constables during Covid-19

The following table shows that the various ten important problems faced by the women constables. These are ranked with the help of Garrett mean score method.

**Table 2**

Problems	Garrett mean score	Rank
Late working hours	78.2	<b>I</b>
Insecure to work at night	72.3	<b>II</b>
Lack of Rest	69.5	<b>III</b>
Lack of facilities	65.3	<b>IV</b>
Inadequate income	62.2	<b>V</b>
Excess work load	60.4	<b>VI</b>
Increased Job stress	58.2	<b>VII</b>
Health Issues	56.5	<b>VIII</b>
Family Fear	54.3	<b>IX</b>
Adoptability	52.6	<b>X</b>

### 9.SUGGESTIONS

1. Monetary benefits should be awarded for the over time duties performed by the women constables.
2. A lady doctor must be arranged to take care of the women constables health issues in their working place. Continuous health check must be done.
3. Grievances registers must be maintained in the work place to record their requirements during the pandemic situation.
4. Rest rooms may also be provided to take rest at the time of nature's uneasiness if any emergency cases arises.
5. Special attention must be given to psychological problems to the affected women constables during the covid-19 period.

### 10.CONCLUSION

A pandemic amplifies and heightens all existing inequalities. These inequalities in turn shapewho is affected, the severity of that impact, and our efforts at recovery. The COVID-19 pandemic and its social and economic impacts have created a global crisis unparalleled in the history of the United Nations and one which requires a whole-of-society response to match its sheerscale and complexity. To enhance the performances of women constables, if they have any application, should not kept away and remedial action should be initiated without any delay. Women constables may be exempted from fraught works or duties, when a special duty was entrusted to a women constables, no one should interfere into their process. Their sincerity and executing discharge of duty goes a long way and maintain order in the society during the pandemic situation.

### REFERENCES

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