

Job Satisfaction of Professionally Educated Muslim Women in Kerala

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DOI: 10.46609/IJSSER.2024.v09i11.006 URL: <https://doi.org/10.46609/IJSSER.2024.v09i11.006>

Received: 20 October 2024 / Accepted: 12 November 2024 / Published: 16 November 2024

ABSTRACT

The study about job satisfaction of professionally Educated Muslim women reviews various articles of Educated unemployment and found that main reason for such type of unemployment is the absence of skill-oriented Education. It is also found that children who get Professional Education have more probability to get better job compared to general Education. In order to test job satisfaction of Professionally Educated Muslim Women 120 samples of professionally Educated working women of Malappuram district of Kerala state was collected by the method of purposive sampling. Averages were used to test the job satisfaction level of professionally Educated women between different age group and sector wise and also Anova was used to test whether there is significant difference between job satisfaction between different age group and sector wise. The result show that there is significant variation of job satisfaction according to age wise and sector wise.

Keywords: Educated unemployment, Job satisfaction, Professional Education.

EDUCATED UNEMPLOYMENT AMONG PROFESSIONALS IN KERALA

Kerala holds the record in India for the highest education in rates, with over one-fourth of the educated rural population and one fifth of the educated urban population left unemployed. The problem of unemployment in Kerala is primarily the problem of educated unemployment among both men and women. The educated unemployment is very serious and menacing problem. There are more women job seekers than men. In Kerala female educated unemployment is higher than the male unemployment rate. Women may be highly educated than their male counterparts, but they are far behind in terms of workforce participation rate as well as wage levels. if we really want to solve the unemployment problem, the educational system must be made job oriented. So,

Several studies stress the importance of Professional Education for the solution of unemployment problem in Kerala.

According to the NSSO, the unemployment rate among the Educated women in India was 9.0% in April-June 2024. This is higher than the unemployment rate for men in the same period, Which was 5,8%.

Significance of the study

Economic research over the last three decades has demonstrated the relevance of education as a critical determinant in economic development. The development of human abilities and knowledge of the population or labour force is referred to as education.

The key to economic progress is not only the numeric increase of educational possibilities but also the qualitative enhancement of the sort of education provided to the labour force. Education has been referred to as human capital due to its substantial contribution to economic growth, and public expenditure on education has been referred to as an investment in man or human capital. Education is one of the most important aspects of development. It has a significant impact on a country's economic prosperity. Without considerable investments in human capital, no country can achieve long-term economic progress.

Muslim women's position is not adequate in terms of their socio-economic and educational status, citizenship, political representation, and the involvement of women in the decision-making process. Education will give men and women enough power to assert their rights and achieve their capacity within the economic, political, social and religious spheres. Education is also the most effective path to lift people out of poverty and as a basis for the advancement of girls into the life of adults. Education will contribute photogenically to the religious, cultural and educational status of Muslim women, answering the above questions, improving the trust of women and raising their status in the family as well as in society, raising awareness of their rights, increasing self-esteem, increasing their self-efficacy, re-establishment of their rights. Again, recent studies have shown that Muslim people, also uneducated or untrained, emphasize in particular the role of education in modern education of their daughter. It is therefore important to research studies at different levels, from primary to professional education. Malappuram district have majority Muslim Population. So I selected that district for study where there are no other study related to this topic.

Review of related Studies

Education can be viewed as a key aspect in development as well as a prerequisite for the broader nation of improved human capacities that is at the heart of development's meaning. It helps

people in understanding themselves and the world (Shyamal Jyoti Gogoi and Rituparna Dutta). . Women have a unique position in the economy. If women gain economic strength, they gain visibility and voice. Women's direct participation in decision making capacity also income generation activities can make significant contributions towards women empowerment. Entrepreneurship and working as income earned person of the family can help women to gain economically active, which may help them in the improvement of their social status (G. Angala Eswari). Even those who did not report strong familial support demonstrated themselves to be strong, clear-headed respondents with sufficient agency of their own to decide on their own employment outcomes, negotiating with spouses and parents to fulfil their own ambitions (Dr. Shajila beevi. S). Employment is a major factor in determining how healthy an economy is; if the economy maximized efficiency, everyone would be employed at some wage. India at present suffers from remarkably high educated unemployment, especially women. Economic growth is usually expected to generate employment. However, in India, most of the economic growth has been jobless. At same time Inappropriate Education System, Increase in Labour Force, Neo-liberal Economic Policy, inadequate employment planning, rapid population growth are the main reason for unemployment in India. The reason for unemployment of women is from these causes (Pradeep M B). Muslims are predominantly engaged in self-employment and their participation as regular workers especially in the tertiary sector (that has grown in recent years) in urban areas is low as compared to other SRCs. While there is some evidence to suggest that Muslims choose self-employment to avoid discrimination in the formal labour market, educational endowments and other attributes like experience explain a large part of the differentials across SRCs in participation in regular employment as well as earnings. At the same time attributes are not able to fully explain these differentials and therefore discrimination remains an issue so does the measurement of attributes like quality of education(Rakesh Basant). Muslim girls have to face a lot of more problems like they have to go through gender discrimination, Lack of guidance and counselling at school level, many social boundaries, Lack of education in the family, Lack of clear vision about job and career, Dowry-related harassment, Gender pay gap and much more(SHAZIA ZAMIR and, DR. ZEBI ILYAS) . Solution to unemployment problem requires improvement in the quality of education. The low-quality education has contributed to the unemployment problem in the state by making many of the educated person's unemployable in today's changing job markets(BIBIN PRABHU and N.P. Abdul Azeez and S.M. Jawed Akhtar).Enabling education through Professional Degree like Engineering for marginalised women can be created leading to empowerment without any constraints (WAJDA TABASSUM). Even as the country is making massive strides in the education of the girl child, women are going missing from the workplace (Namitha Bhandare)The educational attainment of 32 lakhs registrants in the Employment Exchange is SSLC or Plus Two and they could not be employed for jobs demanding skills and education. And also, that a large number of registrants are either

students undergoing higher studies or employees in private sector industries and self-employed. Thus, it is estimated that the number of educated youth who are actively seeking for job is around 2 lakhs. Therefore, it can be concluded that the problem of educated unemployment in Kerala is in the manageable limits(Dr. ARUN S) In the context of female work participation, it has been generally hypothesized that economic growth and education increases female work force participation rates. In Kerala, where economic growth is higher than all India and where women are relatively more educated, experience the lowest female work participation and highest unemployment among the major States in India, especially among the educated. Within education, diploma and professional education shows maximum odds ratio where women with diploma and professional education have six and eighteen times more probability respectively to be employed compared to women with higher secondary or secondary education. It shows importance of skill-oriented education rather than general education in improving the employability of women They also stated that Age and marital status turned out to be the major factors determining the employment status of educated women(Alice Sebastian and K Navaneethan).

Statement of the Problem

There is Considerable increase of Educated unemployment of women in Kerala. The main reason for this is lack of skill-oriented Education. Within education, diploma and professional education shows maximum odds ratio where women with diploma and professional education have six and eighteen times more probability respectively to be employed compared to women with higher secondary or secondary education. It shows importance of skill-oriented education rather than general education in improving the employability of women(Gender, Education and Work: Determinants of Women's Employment in Kerala by Alice Sebastian and K Navaneetham) . Muslim girls have to face a lot of more problems while choosing Professional Course like they have to go through gender discrimination, Lack of guidance and counselling at school level, Many social boundaries, Lack of education in the family, Lack of clear vision about job and career, Dowry-related harassment, Gender pay gap and much more So the present study attempt to analyse the job satisfaction level of professionally educated muslim women according to age and sector wise.

Objectives

1.To analyse the job satisfaction level of Professionally Educated Muslim Women across Age and sector wise.

Methodology: -

The study about job satisfaction of Professionally Educated Muslim Women was Collected by using both secondary and Primary data. The Secondary data were collected from articles published in various journals, books, periodicals and websites Primary data was collected from Malappuram District for this study by using Purposive sampling method. The data was collected by using Structured questionnaire.

The statistical tools like Averages and Anova was used for this study.

Data Analysis and Its Interpretation: -

This data gives basic information regarding the respondents.

Table1: Socio-Economic Profile of sample respondents

Variables	class	frequency	Percentage
1.Age	Below 30	36	30
	30-40	26	21.7
	40-50	50	41.7
	50 and above	8	6.7
	Total	120	100
2.Household	Joint	32	26.7
	Nuclear	88	73.3
	Total	120	100
3.Marital Status	Married	98	81.7
	Unmarried	16	13.3
	Widow or divorced	6	5
	Total	120	100
4.Professional degree	Engineering	16	13.3
	MBBS	18	15
	B.Ed.	46	38.3

	Law	28	23.3
	MBA	12	10
	Total	120	100
5.Income	Below 50000	60	50
	50000-100000	28	23.3
	100000-150000	20	16.7
	150000-200000	6	5
	200000-250000	6	5
	Total	120	100

Source: Primary Data

From the above table it is clear that there are 120 respondents who having Professional Degree. According to age wise more respondents (41.7%) belongs to the age group of 40-50, only 6.7% belongs to the age group of 50 and above.

Household wise 73.3% belongs to nuclear family and 26.7% belongs to joint family.

According to marital status more women are married (81.7%). Half of the respondents' Monthly income below 50,000.

Monthly income wise more women (50%) belongs to the income below 50,000,

Table 2:Age-wise job satisfaction of Sample respondents

Age Class	Mean	N	Std.Deviation
Below 30	42.1111	36	4.57183
30-40	40.7692	26	5.71530
40-50	46.6000	50	6.00000
50 and above	50.5000	8	2.67261
Total	44.2500	120	6.10173

Table 2 shows that based on mean value it is clear that all age group were satisfied, but satisfaction is higher among higher age group than lower age group.

In order to test whether there is no significant difference between age and job satisfaction Anova and Post hoc test was conducted. The result is shown below

Table 3: Relation between Age and job satisfaction-ANOVA

	Sum of Squares	df	Mean Square	F	Sig
Between Groups	1068.329	3	356.110	12.286	.000
Within Groups	3362.171	116	28.984		
Total	4430.500	119			

Table 4: Multiple Comparisons.

Dependent Variable: total
Turkey HSD

(I) Age class	(J) Age class	Mean Difference (I-J)	Std. Error	95% Confidence Interval	
				Lower Bound	Upper Bound
below30	30-40	1.34188(.768)	1.38560	-2.2699	4.9537
	40-50	-4.48889(.001)*	1.17678	-7.5564	-1.4214
	50 and above	-8.38889(.001)*	2.10432	-13.8741	-2.9036
30-40	below30	-1.34188(.768)	1.38560	-4.9537	2.2699
	40-50	-5.83077(.000)*	1.30172	-9.2239	-2.4376
	50 and above	-9.73077(.000)*	2.17665	-15.4046	-4.0570
40-50	below30	4.48889(.001)	1.17678	1.4214	7.5564
	30-40	5.83077(.000)*	1.30172	2.4376	9.2239
	50 and above	-3.90000(.233)	2.05005	-9.2438	1.4438
50 and above	below30	8.38889(.001)*	2.10432	2.9036	13.8741
	30-40	9.73077(.000)*	2.17665	4.0570	15.4046
	40-50	3.90000(.233)	2.05005	-1.4438	9.2438

*=Significant difference (Mean difference is Significant at 0.05 level)

The result of Anova was less than .05 (.000). So rejected the Null hypothesis, Differences can be seen between different age group for job satisfaction. In order to test which age group, have significant difference, Post hoc test was used. The result of the Post hoc test was that significant difference can be seen between the age group of below 30 to 40-50 and 50 and above and between the age group, of 30-40 to 40-50 and 50 and above.

Table 5: Job Satisfaction across Sectors

Sector wise job Satisfaction	Mean	N	Std.Deviation
Govt.	44.4000	60	5.95235
Semi-govt.	48.0909	11	7.79044
Private	43.2041	49	5.610173
Total	44.2506	120	6.10173

Table 5 shows that based on mean value job satisfaction between different sectors are almost equal and higher difference shown between semi govt and private sector.

For calculating significant difference between job satisfaction between different sectors Anova was used.

Table: 6 Level of job satisfaction between different Sectors.-Anova.

	Sum of Squares	df	Mean square	f	sig
Between Groups	217.23	2	108.61	3.02	.049
Within group	4213.27	117	36.01		
Total	4430.50	119			

Result show that less than .05 that is .049. So rejected the null hypothesis. i.e., there is significant difference between job satisfaction of Professionally educated Muslim women between different sectors. In order to clarify the difference post hoc tests was used.

Table7: Level of job satisfaction between different Sectors: Pot hoc

(I) Sector wise job satisfaction	(J) Sector wise job satisfaction	Mean Difference (I-J)	Std. Error	95% Confidence Interval	
				Lower Bound	Upper Bound
Government	Semi Government	-3.69091(.150) *	1.96822	-8.3633	.9815
	private	1.19592(.556) *	1.15546	-1.5470	3.9389
Semi Government	Government	3.69091(.150) *	1.96822	-.9815	8.3633
	private	4.88683(.042)**	2.00216	.1339	9.6398
private	Government	-1.19592(.556)*	1.15546	-3.9389	1.5470
	Semi Government	-4.88683(.042)**	2.00216	-9.6398	-.1339

*=Significant difference

Table no.7 Shows that significant difference can be seen between the Semi-Government and Private Sectors in the Professionally Educated Muslim women and there is no significant difference between Government sector and Private and semi government sectors in respect of Job satisfaction. For professionally Employed by Private practice they get huge money and at the same time in govt sector they get job security.so there is no difference. At the same time compared to govt sector some problems like transfer threat is not affected to semi govt sector so there is no difference between govt sector and semi govt sector. For semi govt sector job security is not as much as govt sector and in Private sector they get sufficient money by Private Practice. So, there is significance difference between semi govt and Private sector.

Conclusion

Educated Unemployment is a critical situation in Kerala. One of the reasons for this educated unemployment is the lack of Skill oriented Education. Children who are getting quality Education can get better employment opportunities. Professional Educated children have more probability for getting better job than those who acquire general Education. But employed women have to face more challenges in the workplace and society. Compared to other religious women Muslim women have to face severe challenges. Professionally educated women also have to face more barriers in the place and society. From the above study it was concluded that job satisfaction is shown significant difference between age group and sector wise. As per the age wise, higher age group is more satisfied than lower age group. This may be because of younger age group are more eager to get best job suitable to their educational qualification. They seek more exposure in their career space. Sector wise result Shows that significant difference can be seen between the Semi-Government and Private Sectors in the Professionally Educated Muslim women. This may be the outcome of difference between return from job and job security.

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