

Job Satisfaction of Women Lawyers: Special Reference to Chithradurga and Davanagere

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Abstract— In society peoples occupy different occupations for their livelihood or for their satisfactions. The profession of law is one of the oldest professions. The person in legal profession is called an advocates or lawyer. An advocate is on officer of the justice and friend of the court. She has to accept a small amount as a token for the service being provided to her clients. Being a legal practitioner, she has to analyse the case history and in order to deliver judgement she has to collect legal material relating to case.

The function that the legal profession must perform is not less than the administration of justice. The practice of the advocates has a public utility flavour. An advocate of legal profession has to keep up her status as an officer of the court a privileged member of the society. Our legal structure should be modified where in women are encouraged to get into legal profession and gender specific issues are to be eliminated in order to reduce the attrition rate of women lawyers.

Keywords—Job Satisfaction; Family Life; Women Lawyers.

1. Introduction

In olden days man was consider as bread winner and women was consider as home maker but today everything was changed both men and women have equal responsibility in work and family. The socio-economic changes that were set in motion in India after independence provided women with better educational and employment opportunities in order to balances work and family the women have to plan their career effectively. Women have started coming forward in considerable number in certain spheres of higher category jobs like civil service, judiciary, Foreign Service, medicine and architecture. In organised sectors like banking, insurance, communication and air transport women's share in employment has recently doubled over the decade and governments intervention played an important role in this regard The need for job satisfaction of workers is very important. Job satisfaction is a pleasurable emotional state resulting from the appraisal of one's job. Happy employees are productive employees and have job satisfaction.

2. Concept of the Job Satisfaction

The man was the hunter and provider for the family. The women maintained the house and children. Since she was physically weak, she was compelled to seek men's protection for survival. This subordinate and dependent role of women becomes entrenched in the culture of the human race even after the civilization. In the present day India, Women entering verity's fields like Political, doctoring, engineering and lawyer. Women's participation in the labour force is on the increase. This is as a result of the increased of the present day economy in India. Employment has imparted a unique economic independence, flexibility, and the feeling of importance with a sense of independence and the roles that they seem to face both in terms of social and cultural reproduction. They have now felt the meaning and sense of liberation of the Women for making sense of standing on their own legs for caring about themselves and the rest of the family members. It has clearly increased a growth of self-interest among the Women professionals and the development of the self esteem with the working women. Integrating women in the wage labour force and securing female rights to enable and empower women for other actions are deemed significant in themselves. Job satisfaction assumes a great significance. Is a very emotional and psychological requirement for every emotional and psychological requirement for every employee to bring out the best in them in the absence of this they will not work at the optimum level and ultimately the institution will suffer without getting food and reasonable salary the employee cannot be expected to have satisfaction over his job.

Job satisfaction has been definitive in several different ways and a definitive designation for the tern is unlikely to materialise. A simple or general way to define job satisfaction therefore is as an attitudinal variable. Job satisfaction of an employee depends on her working conditions now a days the labour conditions get deteriorated due to globalisation. Income is the central measure of will being of individuals and families, and for most of the people wages (salary) is the measure of well being provides information on the distribution of working conditions.

3. Scope of the Study

The present study covers the women lawyers: A sociological study (Special reference to Chithradurga and Davanager) job satisfaction of women lawyers of job content factors. The influence of socio-economic background, the factors of job satisfaction and the influence of work family role conflict of their job satisfaction are measured. The study is aimed to assess the levels of job satisfaction of women lawyers.

4. Objectives

- To examine the socio-economic status of the women lawyers.
- To study the problems faced by women in legal profession.
- Job satisfaction women in legal profession.

5. Methodology

The data have been collected from both primary and secondary sources primary data were collected from the women lawyers in chithradurga and davanagere courts. Has interview schedule. The secondary data were collected from books, journals, magazines, websites, annual reports, bulletins and the records of women lawyers.

6. Results and Discussion

Legal profession assumed character of keenly competitive trade in which professional efficiency stands second, the women lawyers find it difficult to coordinate the professional work. Although sex wise distribution of different categories by legal professionals in India clearly indicates a complete male dominance at all levels records a gradual increase of women's entry as lawyer at bar(bar council) and this is to be welcomed. A woman cannot be as daring and outgoing as a man.

Table 1: Purpose of going for job

Going for job	Respondents	Percentage
To run the family	73	31.73
To increase the standard of living	60	26.08
To support the family	76	33.04
For recognition the society	21	9.13
Total	230	100.00

It is observed from table that out of 230 respondents 33.04% go to job support the family, 31.73% respondents to run the family, 26.08% respondents entered the work

force to increase the standard of living and 9.13% of them go to job for recognition in the society. In general working women are fond of purchasing more and more luxurious common duties and like to have comfortable life. It may not be possible with a single earning so to support their spouse nearly one third of the women go to job.

Table 2: Working hours

Working hours	Respondents	Percentage
Less than 8 hours	58	25.21
8 hours	164	71.30
More than 8 hours	08	3.47
Total	230	100.00

Table shows that out of 230 sample respondents working hours of 71.30% respondents are 8 hours, 25.21% respondents have been working in a job of less than 8 hours and for 3.47% respondents the working hours is more than 8 hours.

Table 3: Income of the women lawyers

Income (Rs.)	Respondents	Percentage
Below 5,000	33	66.00
5,001 to 10,000	09	18.00
10,001 to 15,000	05	10.00
15,001 to 20,000	00	00.00
Above 20,000	03	06.00
Total	50	100.00

It is found through field survey from table that the monthly income of respondents varied from a maximum of below Rs. 5,000. Majority of 33 respondents (66%) are having monthly income of below Rs. 5,000, 09 respondents (18%) are responded their monthly income lies between Rs. 5,001 to 10,000 and only 03 respondents (06%) are having high monthly income of above Rs. 20,000. The present study has broadly revealed that large number of the advocates is having lower monthly income.

Table 4: Basis of level of job satisfaction

Level of job satisfaction	Respondents	Percentage
Low level	42	18.26
Medium level	167	72.60
High level	21	9.13
Total	230	100.00

Table shows that out of 230 respondents 18.26% fall under the category of low level of job satisfaction, 72.60% fall under the category of medium level of job satisfaction

and the remaining 9.13% fall under the category of high level of job satisfaction

7. Suggestions

- On the basis of the finding of the present study the following suggestions have been made to improve the job satisfaction of women lawyers.
- Women lawyers experience physically and mentally stress and feel tired due to work load so they are not able to start their domestic work immediately. Their husband and the family members should share the domestic work.
- In the working place the seniors and men colleagues should help the women and move friendly with them.

8. Conclusion

The prosperity and balanced development of a country depends upon its women as they not only constitute nearly

half of the population but have equally important role along with men in creating better life for the family. The present study aims at analysing the job satisfaction of women lawyers in work force, their role in household decision making, quality of work life and empowerment. The measures suggested may go long way in improving the job satisfaction of women lawyers, to get insight into job satisfaction of women lawyers and their special problems vis-a-vis the management.

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