



A Study on Job Satisfaction Among Women Employees in the Medical Field in Coimbatore City

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Abstract

The healthcare sector is characterized by high job demands, irregular working hours, and emotional stress, particularly affecting women employees who often balance professional and domestic responsibilities. This study examines job satisfaction, work-life balance, and stress levels among women working in the medical field in Coimbatore city. Using a structured questionnaire, data were collected from 100 respondents across government and private healthcare institutions. The study analyzes the impact of factors such as workload, recognition, salary, and working conditions on job satisfaction. Findings indicate a moderate to low level of job satisfaction, with significant dissatisfaction linked to irregular working hours, lack of organizational support, and high workload. While statistical tests showed no strong association between demographic variables and satisfaction levels, trends highlight the need for improved workplace policies. The study suggests flexible work arrangements, recognition programs, and enhanced support systems to improve employee well-being and organizational efficiency.

Keywords

Job Satisfaction, Work-Life Balance, Women Employees, Healthcare Sector, Stress, Burnout, Organizational Support, Coimbatore



1. Introduction

The healthcare sector is one of the most demanding professional environments, requiring continuous service, emotional resilience, and adaptability. Women employees in this sector face unique challenges due to the dual burden of professional responsibilities and domestic roles. Irregular work schedules, night shifts, and emergency duties often disrupt personal life, leading to stress and reduced job satisfaction.

In Coimbatore city, the increasing participation of women in healthcare roles such as doctors, nurses, technicians, and administrative staff necessitates a deeper understanding of their workplace experiences. This study focuses on identifying the key factors influencing job satisfaction and work-life balance among women in the medical field and aims to propose strategies to improve their overall well-being.

2. Literature Review

Previous studies have explored the relationship between workplace factors and job satisfaction among women employees:

- Jahan (2025) found that paid maternity leave significantly improves job satisfaction among women.
- Modekurti and Chattopadhyay (2008) highlighted that organizational role stress negatively impacts life satisfaction.
- Iyer and Deshmukh (2018) emphasized the role of workplace spirituality in moderating job stress.
- Kumari and Raghuramapatrani (2023) identified long working hours and lack of family support as major stressors among women doctors.
- Singh (2023) observed differences in satisfaction between public and private hospital employees.

Research Gap

Most existing studies lack a focused analysis of women healthcare professionals in tier-two cities like Coimbatore. Additionally, limited research addresses the combined impact of demographic and institutional factors on job satisfaction.

3. Research Methodology

3.1 Research Design

The study adopts a **quantitative, descriptive, and cross-sectional design** using a deductive approach.

3.2 Data Collection

Data were collected using a structured questionnaire consisting of:

- Demographic questions
- Likert-scale items measuring job satisfaction, stress, and work-life balance

3.3 Sample

- Sample Size: 100 respondents
- Sampling Technique: Purposive sampling
- Population: Women employees in the medical field (doctors, nurses, technicians, administrative staff)



3.4 Variables

- **Independent Variables:** Workload, salary, work environment, recognition, support systems, working hours, career growth
- **Dependent Variables:** Job satisfaction, work-life balance, stress, well-being
- **Control Variables:** Age, marital status, experience, institution type, education

3.5 Data Analysis Tools

- Descriptive statistics (frequency, percentage)
- Chi-square test
- Tools used: SPSS / Microsoft Excel

4. Results and Analysis

4.1 Job Satisfaction

- 39% of respondents reported dissatisfaction
- Majority showed neutral to moderate satisfaction levels

4.2 Work-Life Balance

- Highly polarized responses
- Equal proportion of satisfied and dissatisfied respondents

4.3 Institution Type

- Government hospital employees showed higher dissatisfaction
- However, **no statistically significant relationship** was found ($p > 0.05$)

4.4 Demographic Factors

- No significant association between age, marital status, and job satisfaction
- Younger employees showed relatively higher dissatisfaction trends

4.5 Key Findings

- Workload and irregular working hours significantly affect satisfaction
- Recognition and organizational support play a positive role
- Family time alone does not determine satisfaction



5. Discussion

The findings align with existing literature, confirming that workplace stressors such as irregular schedules, heavy workload, and lack of recognition negatively influence job satisfaction. Despite the absence of statistically significant relationships in some variables, observable trends indicate underlying dissatisfaction, especially among younger professionals.

6. Recommendations

- Introduce flexible work schedules
- Implement employee recognition programs
- Develop mentoring and peer support systems
- Improve organizational support for work-life balance

- Promote gender-sensitive workplace policies

7. Conclusion

This study highlights the challenges faced by women employees in the medical field in Coimbatore. Job satisfaction remains moderate to low, influenced primarily by work-related stress and lack of organizational support. Addressing these issues through effective policies and supportive work environments can enhance employee well-being, reduce turnover, and improve healthcare service delivery.

8. Limitations

- Limited to Coimbatore city
- Small sample size (100 respondents)
- Reliance on self-reported data

9. Scope for Future Research

- Comparative studies across cities
- Inclusion of larger sample sizes
- Qualitative research for deeper insights