

A COMPARATIVE STUDY OF ORGANIZATIONAL ROLE STRESS AND JOB SATISFACTION AMONG MALE AND FEMALE EMPLOYEES OF ORGANIZED RETAIL SECTOR

AFROZE NAZNEEN & PRETTY BHALLA

Innocent Hearts Group of Institutions, Jalandhar, Punjab, India

ABSTRACT

The aim of this study is to explore the differences in job-related stress, if any, between male and female employees, based on ten role stressors. It also examines the job satisfaction levels of both male and female groups. Our methodology entails a survey of 218 male and 132 females employees in Punjab, India, whose responses are measured according to an occupational role stress scale. There is no significant difference between male and female employees in terms of total stress levels and have almost similar job satisfaction levels. The major limitation of this study is that it was conducted in Punjab alone, while the culture of organizations other than in Punjab may be different.

KEYWORDS: Occupational Role Stress, Job satisfaction, Retailing