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RESEARCH ARTICLE

IMPACT OF LIFE EVENTS AND GENDER DIFFERENCE ON THE QUALITY OF COPING STRATEGY AND LEVEL OF JOB SATISFACTION AMONG THE PRIVATE SECTOR EMPLOYEES OF INDIA: AN IN-DEPTH PSYCHOLOGICAL ANALYSIS

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ABSTRACT

The present study focuses on the impact of life events and gender difference in job satisfaction among the employees of private sector of India. Attempts were also made to assess their coping style along with its all dimensions. The sample size was 350 divided into 2 groups (male- 175 and female- 175). Each group was consisted respondents age ranging between 22-35 years and having minimum 2 years of job experience. The data were collected from several private sub-sectors (IT sector, BPO sector, social development sector, educational sector, cultural sector, marketing sector and banking sector) of India and the sample size of each sub-sector was 50 (male-25 and female-25). Presumptive live event scale, Job satisfaction scale, and coping checklist II were administered to assess the life events, job satisfaction and quality of coping style of the employees of the private sector. It is revealed that female employees were found to be more satisfied than male employees in their job. No significant gender difference has been revealed in the selected variables except in social support as a domain of coping strategy. Furthermore, no significant correlation has been found between the predictor variables and criterion variables and finally the investigation of the present study reveals that life events and gender difference has no impact on the coping style and level of job satisfaction among the employees of private sector of India.

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INTRODUCTION

Life-event Defined for the purposes of event-history or life-course analysis, a life-event may consist of any demarcated change in demographic, educational, employment, health, or other individual circumstances locatable to a particular point in time. The temporal sequencing of such events may then be analysed to provide information on the interrelationships between different life-events. Major events in the life of an individual would include the age of puberty and marriage; the birth of any children; death of a spouse, parent, sibling, or other significant person in that person's life; migration to another region or country; major illnesses; and the onset of physical incapacity in old age. Some would add major events connected with employment, such as getting a job, redundancy or unemployment, any return to further education in adult life, or changes of employer or occupation; others would treat these as secondary events. Life-events constitute significant turning-points in a person's life, in the roles and activities they are

encouraged to adopt, and the groups they interact with, and may be associated with changes in attitudes and values. Gender differences are based on the concept of gender which refers to socially defined differences between men and women. By contrast, sexual differences can be only attributed solely to biological differences between males and females. Both within and across different cultures we find great consistency in standards of desirable gender-role behaviour. Males are expected to be independent, assertive, and competitive; females are expected to be more passive, sensitive, and supportive. These beliefs have changed little over the past twenty years within the United States and apparently around the world as well. There is some variation in cultural gender-role standards both within the United States and across cultures, however. Within the United States, standards vary depending on ethnicity, age, education, and occupation. For example, African American families are less likely to adhere to strict gender-role distinctions when socializing their children, whereas Mexican-American families are more likely to highlight gender differences. Divergence between cultures is also clearly seen in Margaret Mead's study of differences between three primitive tribes. In two tribes both men and

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women displayed what the Western world considers to be either feminine or masculine characteristics. In a third tribe the genders reversed the traditional Western roles. However, even within groups, individual differences in the strength of stereotypes often outweigh group characteristics. Of the many presumed differences between the behaviours of males and females, some are real, some are found only inconsistently, and some are wholly mythical. Females are more physically and neurologically advanced at birth. Males have more mature muscular development but are more vulnerable to disease and hereditary anomalies. Females excel early in verbal skills, but males excel in visual-spatial and math skills. Boys' superior mathematic abilities, however, reflect only a better grasp of geometry, which depends on visual-spatial abilities. Boys are more aggressive, and girls more nurturant. Boys have more reading, speech, and emotional problems than girls. More equivocal are gender differences in activity level, dependency, timidity, exploratory activity, and vulnerability to stress. There are no gender differences in sociability, conformity, achievement, self-esteem, or verbal hostility. Although differences exist, it is important to remember that the overlap between the distributions is always greater than the differences between them. In addition, noting the existence of the differences does not tell us why they exist. It is clear that girls and boys have many different experiences and opportunities as they develop, which may lead to divergent outcomes or highlight existing differences.

Coping is expending conscious effort to solve personal and interpersonal problems, and seeking to master, minimize or tolerate stress or conflict (Weiten and Lloyd, 2008). The effectiveness of the coping efforts depend on the type of stress and/or conflict, the particular individual, and the circumstances. Psychological coping mechanisms are commonly termed coping strategies or coping skills. Subconscious or non conscious strategies (e.g. defense mechanisms) are generally excluded. The term coping generally refers to adaptive or constructive coping strategies, i.e. the strategies reduce stress levels. However, some coping strategies can be considered maladaptive, i.e. stress levels increase. Maladaptive coping can thus be described, in effect, as non-coping. Furthermore, the term coping generally refers to reactive coping, i.e. the coping response follows the stressor. This contrasts with proactive coping, in which a coping response aims to head off a future stressor. Coping responses are partly controlled by personality (habitual traits), but also partly by the social environment, particularly the nature of the stressful environment. Hundreds of coping strategies have been identified (Carver *et al.*, 2010). Classification of these strategies into a broader architecture has not yet been agreed upon. Common distinctions are often made between various contrasting strategies, for example: problem-focused versus emotion-focused; engagement versus disengagement; cognitive versus behavioural. The psychology textbook by Weiten *et al.*, (2008) identifies three broad types of coping strategies:

- **Appraisal-focused:** Directed towards challenging one's own assumptions, adaptive cognitive
- **Problem-focused:** Directed towards reducing or eliminating a stressor, adaptive behavioural

- **Emotion-focused:** Directed towards changing one's own emotional reaction

Appraisal-focused strategies occur when the person modifies the way they think, for example: employing denial, or distancing oneself from the problem. People may alter the way they think about a problem by altering their goals and values, such as by seeing the humour in a situation: "some have suggested that humour may play a greater role as a stress moderator among women than men" (Worell, 2001). People using problem-focused strategies try to deal with the cause of their problem. They do this by finding out information on the problem and learning new skills to manage the problem. Problem-focused coping is aimed at changing or eliminating the source of the stress. The three problem-focused coping strategies identified by Folkman and Lazarus (1988) are taking control, information seeking, and evaluating the pros and cons. Emotion-focused strategies involve releasing pent-up emotions, distracting oneself, managing hostile feelings, meditating or using systematic relaxation procedures. Emotion-focused coping "is oriented toward managing the emotions that accompany the perception of stress" (Brannon, Linda; Feist, Jess, 2009). The five emotion-focused coping strategies identified by Folkman and Lazarus (Robinson, Jenefer, 2005) are disclaiming, escape-avoidance, accepting responsibility or blame, exercising self-control, and positive reappraisal. Emotion-focused coping is a mechanism to alleviate distress by minimizing, reducing, or preventing, the emotional components of a stressor (Carver, 2011). This mechanism can be applied through a variety of ways, such as seeking social support, reappraising the stressor in a positive light, accepting responsibility, using avoidance, exercising self-control, and distancing (Carver, 2011). The focus of this coping mechanism is to change the meaning of the stressor or transfer attention away from it (Folkman and Lazarus, 1988). For example, reappraising tries to find a more positive meaning of the cause of the stress in order to reduce the emotional component of the stressor. Avoidance of the emotional distress will distract from the negative feelings associated with the stressor. Emotion-focused coping is well suited for stressors that seem uncontrollable (ex. a terminal illness diagnosis, or the loss of a loved one) (Carver, 2011). Some mechanisms of emotion focused coping, such as distancing or avoidance, can have alleviating outcomes for a short period of time, however they can be detrimental when used over an extended period. Positive emotion-focused mechanisms, such as seeking social support, and positive reappraisal, are associated with beneficial outcomes (Ben-Zur, 2009).

Typically, people use a mixture of all three types of coping strategies, and coping skills will usually change over time. All these methods can prove useful, but some claim that those using problem-focused coping strategies will adjust better to life (Taylor, 2006). Problem-focused coping mechanisms may allow an individual greater perceived control over their problem, whereas emotion-focused coping may sometimes lead to a reduction in perceived control (maladaptive coping). Lazarus "notes the connection between his idea of 'defensive reappraisals' or cognitive coping and Freud's concept of 'ego-defenses'" (Robinson, Jenefer, 2005), coping strategies thus

overlapping with a person's defense mechanisms. The concept of job satisfaction has been developed in many ways by many different researchers and practitioners. One of the most widely used definitions in organizational research is that of Locke (1976), who defines job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences" (p. 1304) (Locke, 1976). Others have defined it as simply how content an individual is with his or her job; whether he or she likes the job or not (Spector, 1997). It is assessed at both the global level (whether or not the individual is satisfied with the job overall), or at the facet level (whether or not the individual is satisfied with different aspects of the job). Spector (1997) lists 14 common facets: Appreciation, Communication, Coworkers, Fringe benefits, Job conditions, Nature of the work, Organization, Personal growth, Policies and procedures, Promotion opportunities, Recognition, Security, and Supervision).

A more recent definition of the concept of job satisfaction is from Hulin and Judge (2003), who have noted that job satisfaction includes multidimensional psychological responses to an individual's job, and that these personal responses have cognitive (evaluative), affective (or emotional), and behavioural components (Hulin and Judge, 2003). Job satisfaction scales vary in the extent to which they assess the affective feelings about the job or the cognitive assessment of the job. Affective job satisfaction is a subjective construct representing an emotional feeling individuals have about their job. Hence, affective job satisfaction for individuals reflects the degree of pleasure or happiness their job in general induces. Cognitive job satisfaction is a more objective and logical evaluation of various facets of a job. Cognitive job satisfaction can be unidimensional if it comprises evaluation of just one facet of a job, such as pay or maternity leave, or multidimensional if two or more facets of a job are simultaneously evaluated. Cognitive job satisfaction does not assess the degree of pleasure or happiness that arises from specific job facets, but rather gauges the extent to which those job facets are judged by the job holder to be satisfactory in comparison with objectives they themselves set or with other jobs. While cognitive job satisfaction might help to bring about affective job satisfaction, the two constructs are distinct, not necessarily directly related, and have different antecedents and consequences (Moorman, 1993). The private sector is usually composed of organizations that are privately owned and not part of the government. These usually includes corporations (both profit and non-profit), partnerships, and charities. An easier way to think of the private sector is by thinking of organizations that are not owned or operated by the government. For example, retail stores, credit unions, and local businesses will operate in the private sector.

The present study

The above discussion suggests that people are born with certain innate predisposition to respond in particular ways to their professional environment. Life events are psychologically significant events that occur in person's life and which require people to adjust their behaviour, level of job satisfaction and coping strategies as well. With certain disposition of personality when an individual encounter life events and

gender difference these may lead to effect the structure of coping style and level of job satisfaction. The present study aimed to illustrate the effect of life events and gender difference on the coping style and the level of job satisfaction among private sector employees of India.

Literature review

Over the past several decades a number of empirical studies have demonstrated that job-satisfaction levels vary widely in different context. The effect of age, tenure, salary, job type, job level, and work environment on an employee's job satisfaction has been extensively discussed. Studies have underscored the importance of identifying the determinants of employee job satisfaction by linking it to higher production and performance levels and to retention rates. Several research being studied in the field of Job Satisfaction, show that there are gender differences in job satisfaction. It has been studied that though women's role at work are lesser in position and pay, they have lesser complains of dissatisfaction at work. Job Satisfaction depends on the job characteristics, family responsibility and personal expectation of the employees (Flarencis *et al.*, 2010). A lot of studies state that women face greater work load stress leading to a lower overall satisfaction compared to men. There is a significant gender difference seen in time management, organisational support, job pressures and pay and increment (Hodson Randy, 1989). The employees' personality and attitude towards women and their growth in the company matter a lot in experiencing a higher job satisfaction as it will not make a difference in one's job satisfaction if being supervised by a woman (Belsky *et al.*, 1985). There has been a recent interest in exploring factors influencing job satisfaction with a specific focus on gender differences. Clark (1997) used a large-scale survey to test the proposition that men and women in identical jobs should be equally satisfied. Study results reported that the average job for females was lower in stature and income than for males, yet females reported higher levels of job satisfaction. Sousa-Poza and Souza-Poza (2003) report similar findings from a national household panel survey in the Britain. In a study among women working in the private banking sector, Metle (2001) found that job satisfaction declines with increasing levels of education. Metle (2001) argues that higher levels of education tend to increase employee goal and income expectations. Women participating in the study reported gender discrimination in seniority and qualifications.

Men and women working in gender-balanced groups have higher levels of job satisfaction than those who work in homogeneous groups. Employees who work in groups comprised of mostly men tend to show the lowest levels of job satisfaction, and those working in groups of mostly women fall in the middle of the gender-balanced and mostly-men groups (Fields and Blum, 1997). Pook, Füstös and Marian (2003) surveyed 932 employees in Eastern Europe to explore the impact of gender bias on job satisfaction. Results suggest that women are less likely to receive help from their managers toward advancement and are less satisfied than men with the work they performed. This may be the result of being assigned less-challenging tasks, non-commensurate with their backgrounds.

Using data from the U.S. National Study of the Changing Workforce, Bender *et al.* (2005) report that overall women have higher job satisfaction than men and have higher job satisfaction in workplaces dominated by women. However, men and women value job flexibility differently, and once this difference is controlled for, gender composition in the workplace plays no role in determining job satisfaction of women. A study aims to identify sources of stress and consequent stress levels in university academic staff, to identify the coping strategies used by staff, and to examine the relationship between stress levels and job satisfaction. The study sample, consisting of 414 (305 males and 109 females) academic staff, was asked two open-ended questions which invited them to specify the five main causes of stress in their lives in general and at work. The Life Stress Scale (LSS) was used to assess academics' stress levels. A coping strategies list was used to identify the strategies used by academic staff during stressful periods. Two questions were asked to assess the level of satisfaction felt by academics with their jobs.

The results indicated that academic staff rate work as the most significant cause of stress in their lives (74%) and conducting research (40.3%) was the main cause of stress at work. Results showed also that 74.1% and 10.4% of the academic staff fall into the moderate and serious stress categories respectively, and that there were no significant differences between males and females in stress levels. There were significant differences between the four academic rank groups in stress levels, with lecturers as the most stressed group. The results also indicated that academic staff used a wide range of coping strategies. A negative significant correlation between stress and job satisfaction ($r = -0.444$) was found, indicating an inverse relationship between stress level and satisfaction (Taylor, 1996). A study explored job satisfaction, work-related stress, consequences of stress, and coping strategies among Norwegian teachers. The study is based on qualitative interviews with 30 working teachers and four retired teachers. The respondents reported high job satisfaction but also severe stress and exhaustion. Teachers of different ages or at different stages in their careers reported the same sources of job satisfaction and stress. However, coping strategies and consequences differed with age among the respondents (Einar M. Skaalvik and Sidsel Skaalvik., 2014).

Importance of the study

Life events and gender difference in Job satisfaction and coping style of the employees are major concern for organisations in today's global workforce and has been widely studied throughout Organisational Psychological and Managerial literature. The main purpose of the study is to explore the impact of life events and gender difference on job satisfaction and coping among the private sector employees.

METHODS

Hypothesis

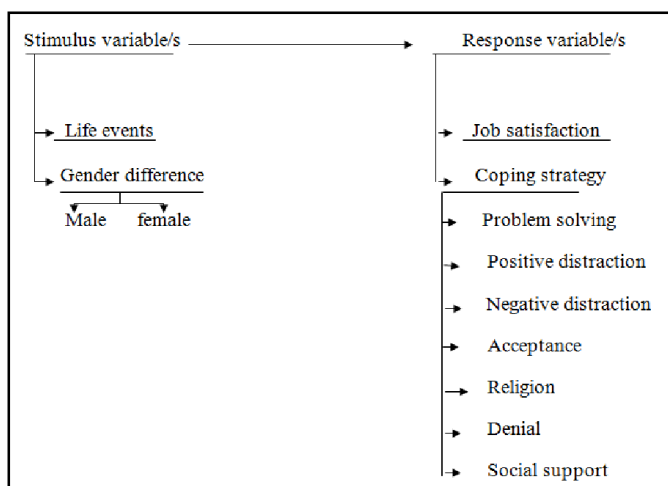
- There is a significant difference between the mean of male and female private sector employees in life events.
- There is a significant difference between the mean of male and female private sector employees in the level of job satisfaction.
- There is a significant difference between the mean of male and female private sector employees in problem solving as a domain of coping strategy.
- There is a significant difference between the mean of male and female private sector employees in positive distraction as a domain of coping strategy.
- There is a significant difference between the mean of male and female private sector employees in negative distraction as a domain of coping strategy.
- There is a significant difference between the mean of male and female private sector employees in acceptance as a domain of coping strategy.
- There is a significant difference between the mean of male and female private sector employees in religion as a domain of coping strategy.
- There is a significant difference between the mean of male and female private sector employees in denial as a domain of coping strategy.
- There is a significant difference between the mean of male and female private sector employees in social support as a domain of coping strategy.
- There is a significant difference between the mean of male and female private sector employees in coping strategy.
- There is a significant correlation between life events and job satisfaction among the employees of private sector of India.
- There is a significant correlation between life events and problem solving as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between life events and positive distraction as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between life events and negative distraction as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between life events and acceptance as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between life events and religion as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between life events and denial as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between life events and social support as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between life events and coping strategy among the employees of private sector of India.
- There is a significant correlation between job satisfaction and problem solving as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between job satisfaction and positive distraction as a domain of

coping strategy among the employees of private sector of India.

- There is a significant correlation between job satisfaction and negative distraction as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between job satisfaction and acceptance as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between job satisfaction and religion as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between job satisfaction and denial as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between job satisfaction and social support as a domain of coping strategy among the employees of private sector of India.
- There is a significant correlation between job satisfaction and coping strategy among the employees of private sector of India.

Research design

This existing study is descriptive in its nature. Well, descriptive research can be defined as describing some particular situation, some phenomena or something. Descriptive researches are those which define the current situation instead of inferring and making judgments (Creswell, 1994). The core goal of the descriptive research is to verify the developed hypotheses that reveal the current situation. This kind of research offers information about current scenario and emphasis on the elements that effect the job satisfaction. Furthermore, the current research is comparative in nature, evaluating the Gender differences in Job Satisfaction experienced by male and female employees of private sector of India.



Sample

In order to gather data for understanding job satisfaction, a sample of 350 respondents was asked to take part in a self-administered questionnaire. The respondent of the current study was the employees of private sector of India. The total

size of the sample was divide into two groups of gender (male-175, female-175). Each group was consisted respondents age ranging between 25-50 years and having minimum 2 years of job experience. The data were collected from several sub sectors of private sector i.e., IT sector, BPO sector, social development sector, educational sector, cultural sector, banking sector and marketing sector. The present research uses a non-probability sampling technique that is convenience sampling. Convenience sampling is a procedure that gains and gathers the appropriate information from the unit of study or sample that are suitably accessible (Zikmund, 1997).

Data collection tools and measure

- An information schedule was used to collect relevant personal and job related information about the employees. The information schedule was prepared by the present researcher and it covered the following areas.
 - Demographic information about the subjects such as name, age, sex, address and academic qualification to obtain the personal information.
 - Question related to occupational status, working sector, job experience were asked to find out job related information.
- Life events was measured by using stressful life events scale (Singh *et al.*, 1984). This scale consisted of 51 life events This scale is based on Social Readjustment Questionnaire by Holmes and Rahe (1967) consisting of 43 items or life events. This scale is specially prepared for adult Indian population and assess number of life events experienced in last one year. In the present study, no of life event/s in last one year of stressful life event scale (modified after presumptive life event scale, Singh *et al.*, 1984) was considered. The test-retest reliability for the scale was found to be 0.73.
- Job satisfaction was measured using job satisfaction scale by Muthayya (1973). The scale consisted of 34 items. The answer categories for each of the items were agree (A), not sure (NS), disagree (D) and not applicable (NA). The split-half reliability coefficient of the scale is 0.81. The score range is 0-68.
- Coping was measured by coping checklist II (Rao *et al.*, 1989). The test retest reliability for a period of one month is 0.74 and the internal consistency is 0.76.

Statistical tool

Descriptive statistics and correlation statistics were done using SPSS (version 16.0).

RESULTS

According to Table 1 except in social support as a domain of coping strategy there is no significant gender difference in life events, job satisfaction and coping along with its domains among the private sector employees of India.

Table 1. The difference in mean (M), standard deviation (SD) and 't' values between Male and Female private sector employees for selected variables. (n=350, male=175, female=175)

Variables	Male		Female		't' value
	M	SD	M	SD	
Life events	4.82	4.67	4.86	6.51	0.047
Job satisfaction	38.66	9.84	39.21	9.21	0.544
Problem solving	3.04	2.15	2.71	1.95	1.485
Positive distraction	3.07	2.10	3.16	1.99	0.417
Negative distraction	1.97	1.48	2.10	1.48	0.830
Acceptance	2.94	2.06	2.73	2.01	0.945
Religion	2.07	1.54	2.02	1.43	0.288
Denial	2.84	2.01	2.75	2.03	0.423
Social support	1.51	1.11	2.04	1.20	4.25**
Coping (total)	17.44	5.40	17.52	5.15	0.142

**p<0.01, *p<0.05

Table 2. The Product moment correlation coefficient value between the variables for the total group

Variables	'r' value
Life events-Job satisfaction	0.022
Life events-Problem solving	0.004
Life events-Positive distraction	0.019
Life events-Negative distraction	0.035
Life events-Acceptance	0.050
Life events- Religion	0.018
Life events- Denial	0.017
Life events-Social support	0.041
Life events-Coping	0.059
Job satisfaction-Problem solving	0.070
Job satisfaction-Positive distraction	0.147**
Job satisfaction-Negative distraction	0.061
Job satisfaction-Acceptance	0.056
Job satisfaction-Religion	0.062
Job satisfaction-Denial	0.058
Job satisfaction-Social support	0.049
Job satisfaction-Coping	0.010

**p<0.01, *p<0.05

Significant association has been found only between job satisfaction and positive distraction as a domain of coping among the private sector employees of India. Thus the correlation chart for the selected variables in the present study can be summarized in the following diagram.

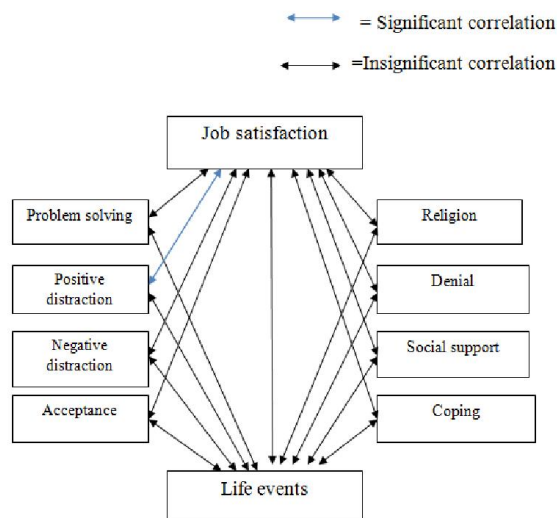


Figure 1. The significant and insignificant correlation between the selected variables

DISCUSSION

Implementing positive psychology in the workplace means creating an environment that is relatively enjoyable and productive. This also means creating a work schedule that does not lead to emotional and physical distress. Human Resource Management is considered to be the most valuable asset in any organization.

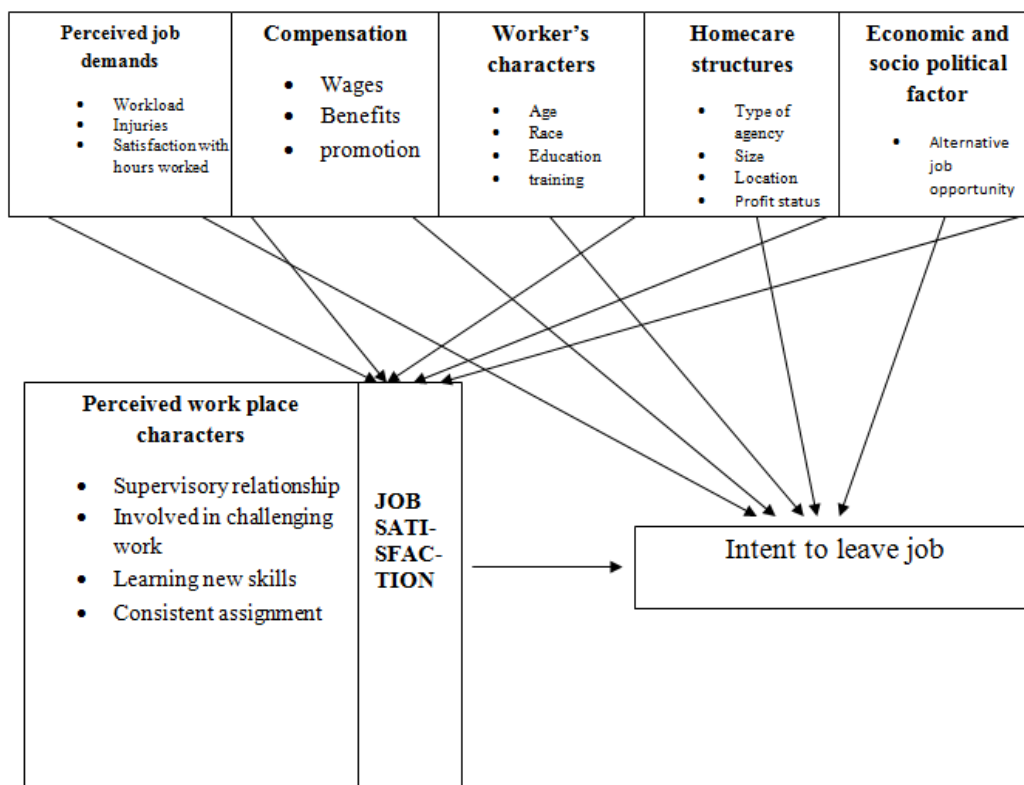


Figure 2. The determinants of job satisfaction

It is the sum-total of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the employed persons who comprise of executives, supervisors, and the rank and file employees. It may be noted here that human resources should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employee's performance which ultimately decides and attainment of goals. However, the employee performance is to a large extent, influenced by motivation and job satisfaction. In the present study of investigation the purpose was made to find the gender difference in job satisfaction and other variables among the private sector employees of India. The findings reveal that there is no significant difference between the male and female private sector in selected variables. The female employees found to be slightly more satisfied compared to male employees. This kind of result may be influenced by the benefit provided to both gender.

Furthermore, the means of male and female employees in several selected variables are found to be very close to each other. Thus it can be said gender difference has no impact in selected component of positive psychology and job satisfaction. Hyde observed that across the dozens of studies, consistent with the gender similarities hypothesis, gender differences had either no or a very small effect on most of the psychological variables examined. Only a few main differences appeared: Compared with women, men could throw farther, were more physically aggressive, masturbated more, and held more positive attitudes about sex in uncommitted relationships. Furthermore, Hyde found that gender differences seem to depend on the context in which they were measured. In studies designed to eliminate gender norms, researchers demonstrated that gender roles and social context strongly determined a person's actions. For example, after participants in one experiment were told that they would not be identified as male or female, nor did they wear any identification, none conformed to stereotypes about their sex when given the chance to be aggressive. In fact, they did the opposite of what would be expected - women were more aggressive and men were more passive.

Finally, Hyde's 2005 report looked into the developmental course of possible gender differences - how any apparent gap may open or close over time. The analysis presented evidence that gender differences fluctuate with age, growing smaller or larger at different times in the life span. This fluctuation indicates again that any differences are not stable. Hyde and her colleagues hope that people use the consistent evidence that males and females are basically alike to alleviate misunderstanding and correct unequal treatment. Hyde is far from alone in her observation that the clear misrepresentation of sex differences, given the lack of evidence, harms men and women of all ages. In a September 2005 press release on her research issued by the American Psychological Association (APA), she said, "The claims [of gender difference] can hurt women's opportunities in the workplace, dissuade couples from trying to resolve conflict and communication problems and cause unnecessary obstacles that hurt children and adolescents' self-esteem." In the present study of investigation the selected variables are not found to be significantly correlated with each other which indicate the process of

maintaining of coping style the level of job satisfaction does not depend upon the life events occurs in past one year and gender difference among the employees of private sector. On the basis of the present findings it can be elaborate that there may have the effect of some cultural factors that helps to turn on the switch of job satisfaction among the employees of it sector which can be summarized into the following figure:

Limitation of the study:

The present study is found to have certain limitations

1. Salary is an important determinant of job satisfaction but in the present study the relationship between job satisfaction and salary is not illustrated.
2. Public sector and business sector was not included in the study.
3. Sector of self employees was not included in the study.
4. The study was conducted with the limited number of sub sectors due to time constraint.
5. Respondent's opinions are dynamic; they keep changing from time to time.
6. Some of the respondents might not have given the actual information due to fear of being disclosed.
7. The study was conducted with the limited number of respondent due to time constraint.
8. Two-way analysis of variance could be applied to interpret the data but due to huge no of hypothesis it could not be applied.

Conclusion

There is no significant difference in life events, coping style and job satisfaction between the male and female private sector employees. Furthermore, no significant association between the selected variables could be established for the respondent of present sample of investigation. Thus, it can be concluded on the basis of previous illustration that life events and gender difference has no impact on the determination of coping style and job satisfaction among the employees of private sector of India.

Practical implication

Job satisfaction can be indicative of work behaviours such as organizational citizenship, and withdrawal behaviours such as absenteeism, and turnover. Further, job satisfaction can partially mediate the relationship of personality variables and deviant work behaviours. One common research finding is that job satisfaction is correlated with life satisfactions. This correlation is reciprocal, meaning people who are satisfied with life tend to be satisfied with their job and people who are satisfied with their job tend to be satisfied with life based on coping style. However, some research has found that job satisfaction is not significantly related to life satisfaction when other variables such as non-work satisfaction and core self-evaluations are taken into account. In the present study job satisfaction not is found to be associated with several components of life satisfaction which may help to understand the impact of environmental and cultural impact on personal life and professional life of the employees of private sector jobs.

Further scope of the study

This study can be used in future by adding the public sector, business sector and self employed sector to understand the difference. Job satisfaction is determined by a large no of variables but due to time constrain some of the selected variables was used in the present study. Further research may have used the other determinants of job satisfaction in the same context.

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