

**“Workplace factors impacting female employee’s satisfaction and progression – in private Organizations”**



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## **Abstract**

In a modern era, women are working side by side of men in every field. The trends have changed and now women are working in not only public sector but also in private sector. Organizations are focusing on female employee satisfaction because organizations that take care of female employees perform better and have more chances of success. This research is aimed at evaluating a relationship between female employee's job satisfaction in private organizations and work place factors. Following objectives were achieved at the end of the study: to find out factors impacting job satisfaction of female employees, to determine which factor/s is most important for women, and to propose recommendations for eliminating any loopholes on part of organizations. Explanatory research design using quantitative approach was used in carrying out the study. The study adopted explanatory research design using quantitative approach. Data was collected from 200 female employees working in the private sector of Pakistan using non-probability random sampling technique. The study found out that the eight factors i.e. work environment, compensation and benefits, promotion and career development, work life balance, interpersonal relationships, leadership and management style, recognition and job security are important determinants of job satisfaction. This research will be a contribution to the area of job satisfaction and private organizations will gain practical understandings in determining which factor to work on to increase job satisfaction among their female employees.

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