MODELING THE FACTORS AFFECTING THE WORK SATISFACTION OF LAWYERS WORKING FOR DISTRICTCOURTS OF OKARA

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ABSTRACT

The goal of this study is to be examining the direct and indirect relationship between job satisfaction and job performance for lawyers. The purpose of this study is to look at the link between job satisfaction and job performance among lawyers working for private and government legal firms in District Okara. In addition, a link has been discovered between jobsatisfaction and job performance. It has been collected primary data from district courts of the Okara including depalPur, renala khurd, and Okara bar. Distinct contexts have different determinants of job satisfaction, so it's critical to utilize contextually relevant measurement methods. The statistical data analysis techniques that have been used in this study involve descriptive statistics (including measures of central tendency such as the mean, mode, and median express a summary statistic to describe the distribution of scores in the data), bivariate statistics such as Correlation Coefficient and multivariate statistics The consequences applied graphically by using SPSS and Amos. The findings revealed that the attitude of seniors, Job satisfaction, Harassment, and Age Group is significantly and positively correlated with the Job performance also highly correlated with type of chamber but negatively. In comparison to men, women lawyers more likely to be dissatisfied with their jobs. Finally, women lawyers were more likely to experience low job performance, which had a negative impact on job satisfaction.

Introduction
Job satisfaction

Job satisfaction mentions to a person's sense of satisfaction at work, which serves as a promoter to continue working. It is not about self-satisfaction, happiness, or satisfaction. It is about job satisfaction. Job satisfaction refers to a person's overall relationship with the company for which he gets compensated. The simple sense of achieving any aim or objectiveis devoted to satisfaction. Job satisfaction denotes the level of satisfaction that workers have with their jobs, which strongly affects performance. The satisfaction of happy ideas or attitudes about one's employment is mentioned as job satisfaction. Job satisfaction is commonly discovered in the literature on organizational comportment. There is a lot of work on job satisfaction, which reveals that it reduces the proportion of nonappearance and revenue. The literature deliberates the dispute's several measurements and factors. However, they are uncertain about the effect of each of these factors in various settings and situations. Some methods for higher competence include investing in technology, collecting prosperity, other capitals and forces affect. Better human resource organization plans are also significant in increasing an organization's output (Batura *et al*, 2016).

Job satisfaction is a topic that collects a lot of care in the work and structural works. This is because; many specialists feel that job satisfaction trends strength affect labour market performance, such as effort production, struggle, employee absence and staff turnover. Job satisfaction is seen to be a good forecaster of employee purposes or choices to consent a job, as well as a substantial determinant of overall personal

happiness. Job satisfaction is also important in everyday life. Organizations have a significant influence on the people who work for them, and some of these influences can be evident in how employees feel about their jobs. As a result, both employers and employees are concerned about job satisfaction. On both an individual and expert level, communication can be critical to maintaining levels of satisfaction. It manifests itself complete allowing employees to be open, collective, trustworthy, and when necessary, confrontational. Important a business nation is related to Job satisfaction since it provides ethics then guidelines on subjects such as structural goals and suitable degrees of employee involvement. It's no surprise that after a workplace culture has been formed; employee satisfaction can be boosted by increased emotions of security (Golding *et al.,* 1983).

Gender and job satisfaction

Women are three times more likely than men to have pay to law school after a ten-year pause and dual as likely to have paid after a five-year disruption. There are no gender differences in the explanations for the presence of law school. Throughout their years in law school, together men and women qualified like skills. Also, both men and women quantified feelings about the good constructions of the profession and the stress that comes with it. When it comes to assessing work pleasure among lawyers' dependent on gender, research yields varied results. Some contend that, while women lawyers are less satisfied with their jobs about forecasts for raise and job setting, both men and women lawyers are usually satisfied through their jobs. This shows that lawyers' sentiments to their jobs may not vary significantly from those of other labor forces. Gender variations in employer selections may be related to differences in family role prospects. Men and women law students have specified a varied range of prospects for their coming tasks as spouses and parents. Men and women who perform the same jobs may have changing levels of job satisfaction due to differences in work potentials. Public protectors, like other specialists, are mostly excused from the analysis. Supervision Innocent lawyers may be mentored, though most handle their caseloads presently after starting work (Roach Anleu and MacK, 2009).

Lawyer's Gender and Job Satisfaction

This section investigates the link between a lawyer's gender and job happiness. Men and women also specified comparable experiences during their years spent in law school. Additionally, both men and women reported similar perceptions of the competitive aspects of the profession and its associated stress. Additionally, there are no gender differences in satisfaction with relations with judges and other lawyers. Women, on the other hand, valued collaboration with coworkers more than males did when it came to job happiness. Finally, women did not report higher stress levels as a result of having children. However, limits on independence may create from other bases. Clients may disrupt independence by needful that specific tasks to be performed irrespective of their value. Prosecutors and courts can also limit one's independence. Even however lawyers have a varied set of talents, the popularity of their work is monotonous (Hall, 1995).

Job Satisfaction and job performance

The quality of a person's work is determined by how successfully they carry out their responsibilities. Physically demanding duties, employee morale, stress levels, and working long hours, as well as training and innate aptitude, all influence job success (such as dexterity or an intrinsic proficiency with numbers). Poor working conditions and high levels of stress can lead to unhealthy behaviors such as smoking and/or eating a poor diet, both of which can negatively impact job performance. Well-designed work environments, less stress, and a supportive boss, on the other hand, can all help individuals perform better at work. Job performance has an impact on both workplace productivity and safety. Job performance should apply to the complete spectrum of methods and treatments that industrial- organizational psychology (I-O) thinking can use to increase hominid presentation in the workplace. Recruiting and selection, training and development, and motivation are all part of many of these tactics. Other strategies, such as removing roadblocks that prevent employees from contributing to organizational goals and giving employees greater opportunities to contribute to the company, could have a direct impact on performance (Dalai, R, and Hulin, 2009).

Workplace Discrimination

Discrimination is defined as an unfavorable treatment of someone because of a protected personal characteristic.

Discrimination in the workplace can appear in several ways. When coworkers treat you unfairly at work, this is known as workplace discrimination. Theydiscovered that minority female lawyers were more likely to perceive race, gender, and age discrimination. Discrimination against minority female attorneys in the workplace has also been connected to lower job satisfaction (Taylor *et al*., 2013).

When an employee is handling unfairly at work because of their gender, sexuality, race, religion, condition, motherhood, or handicap, this is known as workplace discernment. You maybe breaching the law if you treat someone differently from the rest of the team. When someone is treated unfairly in comparison to their coworkers, this is known as direct discrimination. Forexample, an employee meets all of the work requirements, but you refuse to hire them becauseyou're afraid they'll want to have a family soon. You are interacting indirect discrimination if you pay anyone less than other workers for no reason if you choose certain workers for redundancy based on ' protected if you do not make reasonable amenities for a disabled worker,if you fire anyone for reporting discrimination, or if you unfairly reject a new parent's requestfor flexible working hours. When some rules or regulations disfavor particular employees, thisis referred to as indirect discrimination. If you require all of your workers to work on Sundays,for instance, you risk being accused of discrimination towards Christians who consider Sundayto be a day of worship. Despite its importance, research on employment equality, discrimination, and harassment has been scattered, with little attention paid to possiblevariations owing to class status and local workplace contacts. Discrimination, on the other hand,can take a variety of forms (for example, unfair promotional and demotion practices, termination, and harassment)—types that are more likely to be discovered in a formal discrimination lawsuit and occurs after hiring. Analyses based on alternate data sources, such as authorized demographics and/or discrimination case materials, partially substitute current gapsby expounding on varied discriminatory practices (Roscigno, 2019).

Lawyers Gender and Workplace Discrimination

When attorneys are requested to produce documents and conduct legal research instead of doing trial work or taking depositions, they feel women of color, in particular, are frequently discriminated against when they are denied informal and formal networking opportunities and are not given desirable assignments, such as the way client-service assignments are distributed or getting access to working on high-profile client engagements. Discriminationin the workplace can affect individuals' overall job satisfaction by compromising their physical and emotional well-being. When lawyers are not given opportunities, they like to quit the business and work somewhere they recognize and treat fairly (Roach Anleu and MacK, 2009).

Objectives

The objectives of the study are:

- ➢ To study the relationship between job satisfaction and job performance of Young lawyers working in the courts of Okara district.
- ➢ To observe the effects of workplace discrimination on job satisfaction and jobperformance.
- ➢ To explore descriptive statistics of factors

Review of Literature

Marasinghe and Wijayaratne (2018) have studied In Sri Lanka; researchers looked into the gender differences in work satisfaction among university librarians a survey design was used for the research. The overarching determination of the study is to determine the effect of gender differences on job satisfaction among Sri Lankan university library professionals. There were five variables to consider. They have a job, coworkers, pay, advancement, and supervision. The study's participants were 125 library professionals from 15 Sri Lankan universities affiliated with the University Grants Commission. Everyone in the populationhas been offered the opportunity to take part in the research.

Deng *et al* (2018) have disabused many factors that can be found in data from social, behavioral, and health sciences surveys. Structural equation modeling (SEM) is frequently used to study such data. With a large enough sample size, SEM allows researchers to quickly draw up and test potential linkages between

theoretical structures as well as those between the constructions and their actual indicators. The topics covered include parameter estimating methods, test statistics for overall model estimation, and trustworthy standard errors for evaluating the position of parameter estimates.

Pham (2020) has studied in addition; it examines the impact of job satisfaction on employee engagement and legal performance in Vietnam. Finally, the study looks at the role of Job Unity as middle and the role of Age as a regulator in the connection between Pay, Raise, and Job Satisfaction.

Arshad (2020) has studied the effect of gender discrimination in the It has been researching the impact of the workplace on job presentation and job happiness in people (i.e., signing, elevation, remuneration, regulator/ autonomy/ influence, challenge, performance measurements, response, instrumentality, stability/security). A quantitative approach is used to collect the data. The study's sample comprised of 500 employees from several banks in Islamabad and Wahcantt (Pakistan), of whom 300 responded and processed the questionnaire.

Rhead *et al* (2021) have studied over the last five years; harassment and discrimination in the National Health Service (NHS) have progressively escalated, with London ranking as the worst-performing region. Data and studies are scarce on how this affects employee health and job happiness. Such information is crucial for the development of effective workplace interventions to lessen the negative consequences of these events on employees.

Joshi (2019) has studied The purpose of this paper has to add to our understanding of judicial empowerment processes, including the role of lawyers in mobilizing for an independent judiciary, and the prerequisites for political lawyering as an effective avenue to judicial empowerment. The study looks at the relationship between these processes and

Conditions of empowerment and the longer-term empowerment and accountability of legal institutions.

Kazun *et al,* (2021) have described Lawyers face several challenges, such as a lack of acquittals or violations of their client's rights, as well as threats and criminal activities. The study employed a survey of Russian lawyers to determine which characteristics influence the desire to remain in the profession and how self-legitimacy influences these outcomes.

Materials and Methods
Data

Primary data has been collected from the district courts of Okara district, and SPSS and Amos software has been used to analyze this research. Mail, phone, and the Internet have been used to deliver surveys. The survey has been conducted to collect the data of 550 lawyers during their first two to three years of practice after graduating from law school for this project. The sample size (N = 550) of the total number of people who have become layers. These 550 lawyers practiced in 3 different geographic areas across Punjab Pakistan. The goal was to create a stratified random sample of new attorneys from various places that would reflect the national population of new attorneys. Lawyers have been samples from three areas across the Punjab Pakistan, including the three legal Bar of Okara district.

Data type

The primary data of young Lawyers in the District courts of Okara is used.

Data management

SPSS and Amos graphics software are used to analyze this research.

Data Analysis techniques

Following statistical data analysis techniques will be used in this study:
1. Descriptive Statistics
2. Bivariate Analysis
   - Correlations

3. Multivariate Analysis
   - Factor Analysis
   - Structural Equation Modeling
   - Path Analysis

Descriptive Statistics

Descriptive statistics describe how the data has been distributed. The mean, mode, and median have examples of measures of central tendency that offer a summary statistic that describes the distribution of scores in the data. As a result, after determining the distribution's central tendency, it's critical to report the spread of the distribution using standard deviation. The standard deviation, which is a measure of variability, is calculated by taking the square root of the total squared departures from the mean. Descriptive statistics are a group of brief descriptive coefficients that summarize a dataset, which might be a sample or a representation of the full population. Descriptive statistics include measurements of central tendency and measures of variability (spread). Measures of central tendency describe the center point of distribution for data collection. The frequency of you is attempting to create conclusions based on data that isn't accessible when you utilize inferential statistics. For example, based on sample data, inferential statistics may be used to infer what the overall public believes. This study utilized inferential statistics to determine if a detected difference between groups was a reliable difference or one that occurred by chance. As a result, rather than using descriptive statistics to merely describe what's going on, utilize inferential statistics to estimate general conditions from our data (Altman and Bland, 2005).

Bivariate Analysis

Bivariate statistics look at two variables at the same time. Correlation is a statistical method for detecting if two variables are connected and, if so, how closely they are associated. Inferential statistics explores the link between two or more variables, whereas descriptive statistics describe the properties of a single variable. Bivariate statistics are the link between two variables is studied using inferential statistics. Bivariate statistics, in other words, look at how one variable relates to another or how one variable impacts another. Correlation refers to the degree to which two variables move in lockstep with one another. When two variables move in the same direction, they are said to have a positive correlation. When they travel in opposing directions, there is a negative connection. A positive correlation is a relationship between two variables in which both variables move in the same direction. When one variable grows while the other declines, or vice versa, this occurs.

$$r = \frac{\sum(x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum\left((x_i - \bar{x})^2\left((y_i - \bar{y})\right)^2\right)}}$$

where,

r = Correlation Coefficient

x_i = Values of the *x*-variables in a sample

$\bar{x}$ = Mean of the values of the *x*-variable

y_i = Values of the *y*-variables in a sample

$\bar{y}$ = Mean of the values of the *y*-variable (Binder, 1984).

Multivariate Analysis

Multivariate Analysis (MA) is a statistical technique for analyzing data that includes many types of measurements or observations. It might also refer to issues in which more than one dependent variable is evaluated at the same time as other variables.

Structural equation modeling

The statistical approach of structural equation modeling (SEM) is used to assess and analyze the connections between observable and latent variables. It investigates linear causal connections between variables while accounting for measurement error, similar to but more powerful than regression analysis. A structural question model (SEM) is a set of statistical tools for analyzing structural relationships. Structural equation models are modeling tools used in the social and behavioralsciences that can holder multi equation models, multiple measures of notions, and measurement error (SEMs). Structural equation modeling is a multivariate statistical technique for analyzing structural relationships. The structural link between measured variables and latent constructs is examined using this technique, which combines component analysis and multiple regression analysis. The researcher prefers this method since it estimates various and interconnected dependences in a single analysis (Bollen and Noble, 2011).

Factor Analysis

Factor analysis is to condense a large number of distinct things into a smaller number of dimensions. Factor analysis can be used to simplify data, such as in regression models to reduce the number of variables. Factor analysis is a statistical approach for describing variability among linked variables in terms of a smaller number of unobserved variables known as factors**.** Factor analysis is a method for modeling observed variables and their covariance structure in terms of unobserved variables (i.e., factors). There are two types of factor analyses, exploratory and confirmatory. In factor analysis, an approach for condensing a large number of variables into a smaller number of components. Variance, or how far your numerical values depart from the average, is one of the most essential concepts in factor analysis. When you conduct a factor analysis, you're attempting to determine how numerous underlying factors influence the variance in your variables. Every component will have an effect, but some will explain more variance than others, indicating that the factor accurately represents the variables it includes. Another important metric is the factor score (Harman, 1976).

Path Analysis

Path analysis is a type of multiple regression statistical analysis that examines the links between a dependent variable and two or more independent variables to evaluate causal theories. This method can be used to determine the degree and importance of causal relationships between variables.

Structural equation modeling has surely ~~been a~~ source of amusement for researchers and scholars evaluating their findings from diverse fields. One of the most well-known structural equation modeling techniques is the covariance-based structural equation model, which has been implemented in a variety of software. In fact, each of these approach's limitations will be solved by a new way in order to provide a greater understanding of the case study's goal. The permutation of exploratory factor analysis and regression analysis is structural equation modeling (Wikipedia). To examine their findings, most researchers used to deal with a calculate mean for each item that reflected for each factor. AMOS in order to draw readers' attention to the software's compensation (Afthanorhan, W. S. and Ahmad.2014).**Results and Discussion**

Descriptive Statistics

Descriptive statistics are brief descriptive coefficients that summarize a given data set; the mean is a measure of central tendency, whereas standard deviation, minimum and maximum variables, kurtosis, and skewness are indicators of variability.

Table 4.1 Descriptive statistics

Variables	Mean	SD	Min	Max	Skewness	Kurtosis	CV
Monthly Earning	2.536	1.037	1	4	-0.043	-1.158	40.89
Harassment	2.473	1.143	1	4	0.045	-1.413	46.42
Job Performance	1.67	0.726	1	3	0.594	-0.908	43.47
Practice area	1.873	0.797	1	3	0.232	-1.392	42.55
Attitude of senior	1.78	0.754	1	3	0.388	-1.156	42.35
Responsibility	2.124	0.903	1	3	-0.246	-1.732	42.51
Experience	2.149	0.969	1	4	0.348	-0.923	45.09
Family background	1.938	0.588	1	3	0.012	0.123	30.34

Job satisfaction	2.8	1.152	1	5	0.174	-0.848	41.14
Qualification	2.238	0.556	1	3	0.024	-0.335	24.84
Lawyer	1.709	0.455	1	2	-0.923	-1.152	25.92
Living Area	1.755	0.615	1	3	0.206	-0.581	35.04
Age Group	2.678	0.773	1	5	0.317	0.09	28.86

Results from the descriptive statistics show that the distribution of each variable of interest in this study is normal or nearly normal except for job performance, sex, and lawyers. Also, all variables followed the leptokurtic distribution only age group and family background distributed as mesokurtic. The highest value of co-efficient of variation (C.V) was found in case of Harassment (46.42%) it means that there is highest variation in response of this variable by people and lowest variation in care of Qualification (24.84%) from this we conclude that most of the people are think near to similar for this variable.

Table: 4.2 Correlation coefficient

rmance	Attitude of senior	Age Group	Personality	Best effort	Job satisfaction	Qualification	Type of chamber
0.754							
0.84	0						
0.009	0.038	-0.002					
0.294	0.173	0.005	0.101				
0.64	0.222	-0.127	0.014	0.165			
0.093	0.09	0.019	-0.015	0.103	-0.4		

0	0.027	-0.016	-0.093	0.06	0.025	0.015	
0.204	0.85	0.75	-0.032	0.122	0.026	0.028	-0.014
0.086	0.086	-0.006	0.094	0.075	0.031	-0.023	-0.035

The correlation matrix shows that all measures of job satisfaction and all measures of job performance have the same variance, implying that the model has convergent validity. In the present study, the Attitude of seniors, Job satisfaction, Harassment, and Age Group is significantly and positively correlated with the Job Performance also highly correlated with Type of chamber but negatively. Attitude of seniors and job performance is highly positive correlated, harassment is also highly correlated with age group; the senior attitude means that in most cases senior lawyers harass their junior lawyers especially fresher. In table 4.3 senior behaviors is weakly but positively associated with personality means that somehow senior's behavior is also affected by personality discrimination and practice area and type of chambers weekly and negatively correlated between them and same harassment and same practice area and . According to the findings of this study job satisfaction is only negatively correlated with Qualification, which means that for job satisfaction basic knowledge is necessary but not high knowledge is required. In terms of job performance, there is a high positive association between personality and job satisfaction.

Path Analysis

Path analysis is a statistical approach that allows users to look at effect patterns in a system of variables. It's one of several types of general linear models that look at how a group of predictor variables affects a number of dependent variables.

Statistical Models

Different regression models are used to find the direct and indirect effects of different variables with job satisfaction and job performance.

Model No.1

This model is used to find out the direct effects of Harassment, Experience and Qualification of lawyer on job satisfaction.

Direct effects model for Harassment, Experience and Qualification

The above Direct effects model for Harassment, Experience and Qualification indicates harassment, experience and qualification all three predictors have positive effect on the job satisfaction. The Harassment 0.44 has direct positive effect with job satisfaction. The experience model value 0.38 has direct positive effect and the qualification model value 0.22 is the direct effects of job satisfaction have positive relation.

Table 4.3 Regression estimates for Harassment, Experience and Qualification

Model		Estimate		S.E.	C.R.	P	
Job satisfaction	<---	Harassment	.185	.051	.019	025	
Job satisfaction	<---	Experience	.286	.067	.276	014	
Job satisfaction	<---	Qualification	.011	.039	.086	.275	

In the above table estimates, standard error, critical region and p-value for each model are presented. As the result p-value concludes Harassment and Experience of lawyer have statistically significant effect on the job satisfaction.

Model No. 2

This model is used to find out the direct effects of attitude of senior, job performance and monthly earning on job satisfaction and also direct effects of attitude of senior and monthlyearning on job performance.
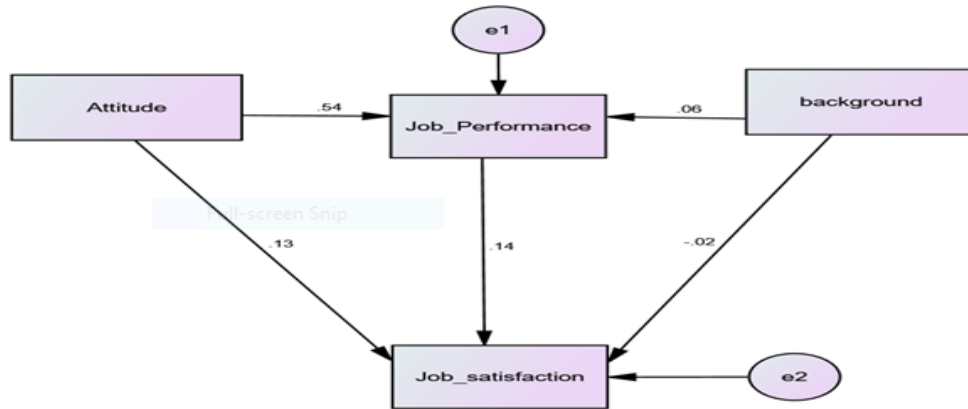
Direct and indirect effects model for job performance, attitude of senior and family background The direct and indirect effects model for job performance, attitude of senior and family background. Attitude of senior has direct and indirect positive effect on the job satisfaction and job performance. The parameter value 0.13 is the direct for job satisfaction and 0.14 is the indirect effect of job satisfaction through job performance. The variable family background of lawyer has positive effects on job satisfaction while negative effects on job performance and the parameter values -0.02 is the direct for job satisfaction and 0.06 is the indirect effect for job satisfaction through job performance.

Table 4.4 Regression estimates

Model			Estimate	S.E.	C.R.	P
Job_satisfaction	<---	Attitude	.049	.045	1.091	.275
Job_satisfaction	<---	job performance	.162	.060	2.689	.007
Job_satisfaction	<---	family background	-.064	.048	1.334	.182
Job_satisfaction	<---	Attitude	.212	.064	2.314	***
Job_satisfaction	<---	job performance	.069	.079	.873	.383
Job_satisfaction	<---	family background	.164	.062	2.657	.008

In the above table estimates, standard error, critical region and p-value for each model are presented. As the result p-value concludes family background and job performance of lawyer have statistically significant effect on the job satisfaction.

Table 4.5: Total Effects

Response variable	Personality	Team support	Chamber
Job Performance	.027	.057	.071
Job satisfaction	.103	-.086	-.087

Personality has positive total effects on both job performance and job satisfaction, Team support and Chamber both have positive effects on job performance but have negative effects on job satisfaction.

Table 4.6: Direct Effects

Response variable	Personality	Team support	Chamber
Job Performance	.027	.057	.071
Job satisfaction	.094	.105	-.111

Personality have positive total effects on both job performance and job satisfaction Chamber has positive effects on job performance but have negative effects on job satisfaction and Team support have positive effect on job performance but Team support has negative effect on job satisfaction.
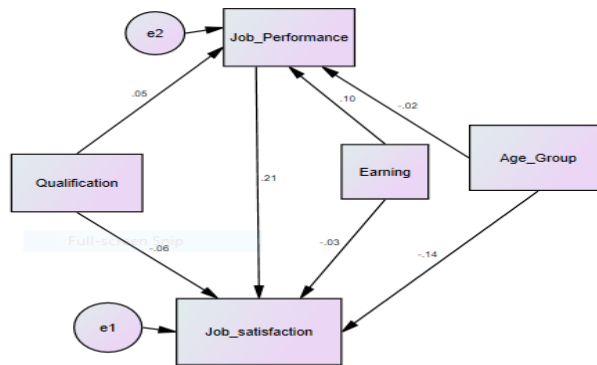
Table 4.7: Indirect Effects

Response variable	Personality	Team support	Chamber
Job Performance	.040	.000	.000
Job satisfaction	.009	.019	.024

Indirect effects of Personality has positive effect on job satisfaction and job performance and type of chamber has positive effect on job satisfaction on the response variables that are job satisfaction and job performance. Team support has positive effects on job satisfaction and job performance.

Model NO 3

This model is used to find out the direct effects of earning, qualification, age group and jobperformance, on job satisfaction.

Direct and Indirect effects model for effort, qualification and age group on job satisfaction and job performance.

Qualification has direct positive effect on job performance but negative effect with job satisfaction. Earing 0.10 has positive effects on job performance but 0-.03 has negative relation with direct job satisfaction. Age group has negative

effects on job satisfaction and job performance. Parameter value is 0.02, 0.-14 direct and indirect effects indirect effects between job satisfaction and age group are negative through job performance and same qualification negative effect on job satisfaction through job performance.

Table No 4: Goodness-of-Fit

	Chi-Square	df	Sig.
Pearson	940.270	896	.148
Deviance	891.820	896	.533

Pearson correlation, an absolute value of 1 indicates a perfect linear relationship. A correlation close to 0 indicates no linear relationship between the variables. Since $p < 0.05$ is enough to reject the null hypothesis (no association). So this model p-value is greater than α, it means the null hypothesis is true and we can say this model is best fit model.

Conclusion

Job satisfaction impacts employee's overall psychological well-being including their sense of identity, health, overall happiness. Increased job satisfaction creates harder working employees as compared to those who are less satisfied with their work/job. Here this study, primary data has been collected from district courts of the Okara also examined the direct and indirect relationship between job performance and job satisfaction for lawyers. Data analysis techniques that have been used in this study are descriptive statistics, bivariate statistics such as correlation coefficient, and multivariate statistics as a path analysis. According to findings, men and women lawyers have different perspectives on job performance and job satisfaction. Women lawyers, in particular, have shown to have greater incidences of poor work performance than their male counterparts. In comparison to men, women lawyers were also more likely to be dissatisfied with their jobs. Finally, women lawyers have been more likely to experience low job performance, which harmed job satisfaction. Also in the present study, the Attitude of seniors, Job satisfaction, Harassment, and Age Group is significantly and positively correlated with the Job Performance also highly correlated with Type of chamber but negatively. Harassment is also highly correlated with age group; the senior attitude means that in most cases senior lawyers harass their junior lawyers especially fresher. In table 4.3 senior behaviors is weakly but positively associated with sex means that somehow senior's behavior is also affected by gender discrimination. According to the findings of this study job satisfaction is only negatively correlated with Qualification, which means that for job satisfaction basic knowledge is necessary but not high knowledge is required. In terms of job performance, there is a high positive association between personality and job satisfaction.

The direct effects model for earning, attitude and job performance indicates earning, has negative relation with job satisfaction but attitude and job performance have positive relation with job satisfaction. The parameter values -0.07, 0.13 and 0.14 are the direct effects of earning, attitude and job performance on job satisfaction. The direct effects model for harassment, experience and qualification of lawyer indicates harassment has direct positive effect on job satisfaction as same experience and qualification have direct positive effects on job satisfaction. The parameter values 0.44, 0.38 and 0.22. The direct and indirect effects model for job performance, attitude of senior and family background of lawyer indicates attitude of senior has positive effect on the job satisfaction as well as job performance. The parameter value 0.13 but family background has direct negative relation on job satisfaction but indirectly positive relation on job satisfaction through job performance. Parameter value is 0.-02, 0.06. The variable effort of lawyer has direct positive effects on job satisfaction as well as indirectly positive relation on job satisfaction trough job performance. While the experience of lawyers has direct negative effect on job satisfaction .while lawyers have direct and indirect negative effects on job satisfaction.

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