



# A Comparative Study of Job Satisfaction between Physical Education Lecturers working in Degree Colleges of Rohtak and Sonapat Districts of Haryana

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## ABSTRACT

*The main purpose of the present study was to compare the Job Satisfaction between Physical Education Lecturers working in Degree Colleges of Rohtak and Sonapat Districts of Haryana. To achieve the purpose of the study 50 Physical Education Lecturers from Degree Colleges situated in Rohtak and Sonapat of Haryana were selected randomly (25 Physical Education Lecturers from Rohtak and 25 from Sonapat District of Haryana). The Job Satisfaction Scale Construct and Standardized by Vikas Kundu (JSS-kv) was used to measure the Job Satisfaction of 50 Physical Education Lecturers selected as subjects. The data was statistical analyzed and compared through t-test to find out the significance difference between the Job Satisfaction of Physical Education Lecturers working in Degree Colleges situated in Rohtak and Sonapat Districts. The level of significance was chosen 0.05 for the present study. The investigator concludes that the Physical Education Lecturers of Rohtak District have high Job Satisfaction as compared to the Physical Education Lecturers of Sonapat District.*

**Key Words:** Job Satisfaction, Physical Education Lecturers, Job Satisfaction Scale, Organization, Degree Colleges.

## Introduction

Everything you need to know about **Job Satisfaction**. Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not the self-satisfaction, happiness or self-contentment but the satisfaction on the job.

**Job Satisfaction** relates to the total relationship between an individual and the employer for which he is paid.

Satisfaction means the simple feeling of attainment of any goal or objective. Job dissatisfaction brings an absence of motivation at work.

Lofquist and Davis (1991), defined **Job Satisfaction** as "an individual's positive affective reaction of the target environment as a result of the individual's appraisal of the extent to which his or her needs are fulfilled by the environment".

## Meaning and Definition of Job Satisfaction

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Research workers differently describe the factors contributing to **Job Satisfaction** and job dissatisfaction. Hoppock describes job satisfaction as, "any combination of psychological, physiological and environmental circumstances that cause and person truthfully to say I am satisfied with my job."

There are numerous studies on **Job Satisfaction**, and the results are often valued for both humanistic and financial benefits. When employees are satisfied, they tend to care more about the quality of their work, they are more committed to the organization, they have higher retention rates, and they are generally more productive.

The present times are very competitive and hence there is a lot of pressure for each organization to be the best for this reason, organizations now demand for the better job outcomes. In fact, modern times have been called as the "age of anxiety and stress".

This pressure to perform at their best at all times creates a lot of stress to the employees, known as job stress. Job stress can reduce productivity, increase mistakes and accidents at work, encourage absenteeism, lower morale, increase conflict with others and cause physical and emotional problems. High levels of work stress are associated with low levels of **Job Satisfaction**. A low level of job satisfaction ultimately leads to poor life satisfaction.

**Job Satisfaction** also deals with team work within the particular organization. Progress of the organization depends on the employee's satisfaction with his job, and other material gains. Employees who are happy and contented at work are satisfied with their job. Employers are placing more emphasis on employee job satisfaction. Employees who are satisfied with their job have better retention comparative with fellow staff members, and produce a higher quality of work. A few attributes help to achieve job satisfaction these include attitude, benefits, promotional opportunities, management style, family balance, and interpersonal relationships between employees.

**Job Satisfaction** describes contentment of an individual with his/her job. Job satisfaction is not the same as motivation or aptitude, although it is clearly linked. Job design aims to enhance job satisfaction and performance; methods include job rotation, job enlargement, job enrichment and job re-engineering. Other influences on satisfaction include the environment, employee involvement, empowerment and independence work position. Job satisfaction is a very important feature which is frequently measured by organizations. The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions related to rate of pay, work responsibilities, variety of tasks, promotional opportunities, the work itself and co-workers. Some questioners ask yes or no questions while others ask to rate satisfaction on 0-4 scale.

**Job Satisfaction** among the workers is an important and essential variable for the functioning of any organization. The term job satisfaction, job attitude and ethical moral are often used synonymously as reflected by affective orientation on the part of an individual towards his/her job. Job satisfaction refers to the satisfaction of a worker in his/her work. It is source of satisfaction of physical, economic, psychological and social needs of an individual in his/her work. It is evident that the man tries during the course of his living to get the fulfillment of his desire and achievement in the various areas of his life activities. Job satisfaction is the positive orientation of an individual towards the work role, which he/she is presently occupying. It refers to an employee's general attitude towards the job.

According to Weiss "**Job Satisfaction** is an attitude but points out that researchers should clearly distinguish the objects of cognitive evaluation which are affect (emotion), beliefs and behaviors." This definition suggests that we form attitudes towards our jobs by taking into account our feelings, our beliefs, and our behaviors.

The most important attribute to **Job Satisfaction** is attitude. His or her attitude is a reaction to events that take place in their lives. Each person has a choice to choose his or her attitude whether it be positive or negative. Job satisfaction is also effect the individual experience, work capacity and motivation. Job satisfaction is also explaining stress on work place, working condition, and facilities. A job is an important and inherent part of life. Without work, right to life loses its existence. Job satisfaction also deals with person's dignity. Right to job and right to work are well acknowledged by Indian constitution. Supreme Court in its various decisions has given many directions for working condition of worker and their remuneration.

## Importance of Job Satisfaction

**Job satisfaction** is a frequently studied subject in work and organizational literature. This is mainly due to the fact that many experts believe that job satisfaction trends can affect labour market behaviour and influence work productivity, work effort, employee absenteeism and staff turnover. Moreover, job satisfaction is considered a strong predictor of overall individual well-being, as well as a good predictor of intentions or decisions of employees to leave a job.

**Job Satisfaction** is also important in everyday life. Organizations have significant effects on the people who work for them and some of those effects are reflected in how people feel about their work. This makes job satisfaction an issue of substantial importance for both employers and employees.

As many studies suggest, employers benefit from satisfied employees as they are more likely to profit from lower staff turnover and higher productivity if their employees experience a high level of Job Satisfaction. However, employees should also 'be happy in their work, given the amount of time they have to devote to it throughout their working lives'.

## Job Satisfaction – Measurement

There are many methods for **Measuring Job Satisfaction**. By far, the most common method for collecting data regarding job satisfaction is the Likert scale (named after Rensis Likert). Other less common methods of for gauging job satisfaction include- Yes / No questions, True/False questions, point systems, checklists and forced choice answers. This data is typically collected using an Enterprise Feedback Management (EFM) system.

The **Job Descriptive Index (JDI)**, created by *Smith, Kendall, & Hulin (1969)*, is a specific questionnaire of job satisfaction that has been widely used. It measures one's satisfaction in five facets- pay, promotions and promotion opportunities, co-workers, supervision and the work itself. The scale is simple, participants answer either yes, no, or cannot decide (indicated by'??') in response to whether given statements accurately describe one's job.

The Job in General Index is an overall measurement of job satisfaction. It is an improvement to the **Job Descriptive Index** because the JDI focuses too much on individual facets and not enough on work satisfaction in general. Other job satisfaction questionnaires include- *the Minnesota Satisfaction Questionnaire (MSQ)*, the *Job Satisfaction Survey (JSS)* and the *Faces Scale*. The MSQ measures job satisfaction in 20 facets and has a long form with 100 questions (five items from each facet) and a short form with 20 questions (one item from each facet).

The JSS is a 36 item questionnaire that measures nine facets of **Job Satisfaction**. Finally, the Faces Scale of job satisfaction, one of the first scales used widely, measured overall job satisfaction with just one item which participants respond to by choosing a face.

**Job-Satisfaction** and emotion mood and emotions while working are the raw materials which cumulate to form the affective element of job satisfaction. Moods tend to be longer lasting but often weaker states of uncertain origin, while emotions are often more intense, short-lived and have a clear object or cause.

There is some evidence in the literature that state moods are related to overall **Job Satisfaction**. Positive and negative emotions were also found to be significantly related to overall Job Satisfaction.

Frequency of experiencing net positive emotion will be a better predictor of overall **Job Satisfaction** than will intensity of positive emotion when it is experienced.

Emotion regulation and emotion labor are also related to **Job Satisfaction**. Emotion work (or emotion management) refers to various efforts to manage emotional states and displays. Emotion regulation includes all of the conscious and unconscious efforts to increase, maintain, or decrease one or more components of an emotion.

Although early studies of the consequences of emotional labor emphasized its harmful effects on workers, studies of workers in a variety of occupations suggest that the consequences of emotional labor are not uniformly negative. It was found that suppression of unpleasant emotions decreases **Job Satisfaction** and the amplification of pleasant emotions increases job satisfaction.

Analysis of **Job Satisfaction** is very important for every social science. Job satisfaction means that, persons satisfaction with his/her job without any psychological and mental pressure. But today in the emerging era of privatization, job satisfaction has great importance. Job satisfaction needs a sense of commitment while allowing the flexibility to be creative. It is these employees who find satisfaction in their positions. Job satisfaction is more productive, efficient, and effective; contributing to success of the company. The purpose of the present investigation was to define job satisfaction and its affect within the work area. Finally the present investigation describes the job satisfaction of physical education lecturers of degree colleges.

## Objective of the Study

The main objective of the study was to compare the Job Satisfaction between Physical Education Lecturers working in Degree Colleges of Rohtak and Sonapat Districts of Haryana.

## Hypothesis

The null hypothesis was formulated for conducting the present investigation. There will be no significant difference in Job Satisfaction between Physical Education Lecturers working in Degree Colleges of Rohtak and Sonapat Districts of Haryana.

## Research Methodology

**Sample:** In present study, simple random sampling was adopted for selection of Physical Education Lecturers working in Degree Colleges situated in Rohtak and Sonapat District of Haryana. To achieve the purpose of the present study 50 Physical Education Lecturers from Degree Colleges situated in Rohtak and Sonapat of Haryana were selected randomly (25 Physical Education Lecturers from Rohtak and 25 from Sonapat District of Haryana).

**Tool Used for Data Collection:** In this study, the Job Satisfaction Scale Constructed and Standardized by Vikas Kundu (JSS-kv) was used to Measure the Job Satisfaction of Physical Education Lecturers. It contains 63 items, out of 63 statements 50 statements are positively worded and 13 are negatively worded. In each statement there are four alternatives- Strongly Agree (SA), Agree (A), Disagree (D) and Strongly Disagree (SD). Each statement is to be rated on four point scale.

## Analysis of Data

The collected data was analyzed and compared through t-test to find out the significance difference in Job Satisfaction between Physical Education Lecturers working in Degree Colleges situated in Rohtak and Sonapat District. The level of significance which we have chosen was 0.05.

## Results and Discussion

The results was analyzed and interpreted in Table-1. It shows that the mean value of positive statements (job satisfaction) among Physical Education Lecturers from Rohtak is 110 score, the mean value of positive statements (job satisfaction) among Physical Education Lecturers from Sonapat is 90 score and the mean gain made by Rohtak is 20 score. The calculated t-value is 3.5. The tabular t-value is 2.01, which is statistically significant when compare to table value of 't' at 0.05 level of significance. Hence, it may be concluded that the Physical Education Lecturers from Degree Colleges of Rohtak District has high Job Satisfaction as compare to Physical Education Lecturers in case of positive statements.

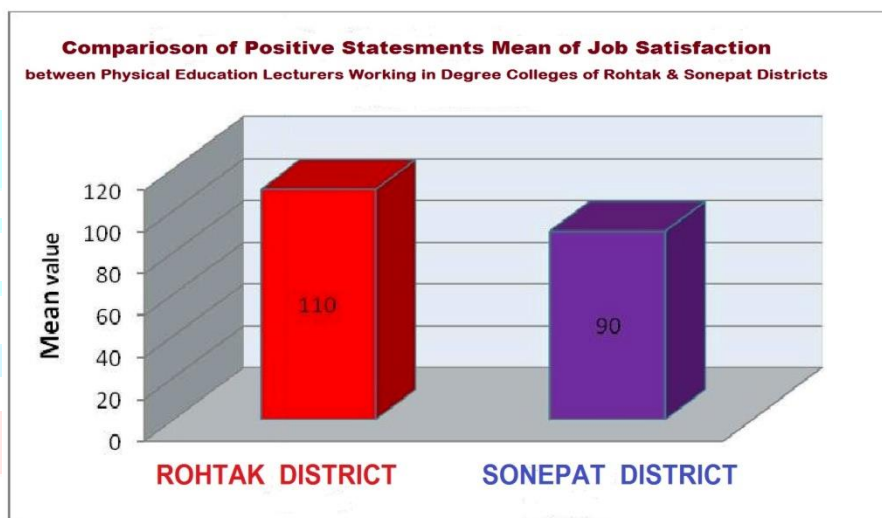


Table-1

Job Satisfaction Statements	Mean of Rohtak District	Mean of Sonapat District	Mean difference	Standard Deviation of Rohtak District	Standard Deviation of Sonapat District	Standard Error Deviation	Degree of Freedom	T-Ratio
<i>Positively Statements</i>	110	90	20	22.10	18.05	5.71	48	3.5
<i>Negatively Statements</i>	25	20	05	6.50	4.20	1.55	48	3.2

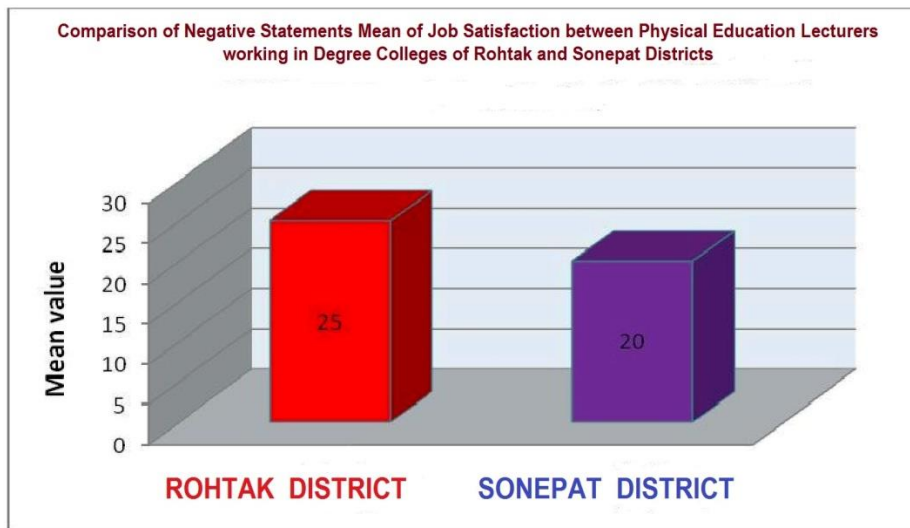
Tabular value at 0.05 (48) = 2.01

These results were clearly shown by the graphical depiction of Mean of Job Satisfaction (Positive Statements) among Physical Education Lecturers working in degree Colleges from Rohtak and Sonapat District. **Figure-1**, which clearly shows that both histograms are of different height.



**Figure-1**

*According to Table-1*, the mean value of negative statements (Job Satisfaction) among Physical Education Lecturers from District Rohtak is 25 score and the mean value of negative statements (Job Satisfaction) among Physical Education Lecturers from District Sonapat is 20 score and the mean gain made by District Rohtak is 05 score. The calculated t-value is 3.2. The tabular t-value is 2.01, which is statistically significant when compared to table value of  $t_{05}$  level of significance. Hence, it may be concluded that the Physical Education Lecturers of District Rohtak has high Job Satisfaction as compare to the District Sonapat Physical Education Lecturers in case of negative statements.



**Figure-2**

**Figure-2** clearly depicts that the Physical Education Lecturers of District Rohtak has high Job Satisfaction as compare to the Physical Education Lecturers of District Sonapat, in case of negative statements.

## Conclusions

We conclude that the Physical Education Lecturers working in Degree Colleges of Rohtak District have High Job Satisfaction than the Physical Education Lecturers working in Degree Colleges of District Sonapat in both positive and negative statement. So from all conclusions, we conclude that null hypothesis is rejected in both positive and negative statement.

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