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## Job satisfaction in male and female physical education teachers of Maharashtra: With special reference to urban-rural workplace and gender

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### Abstract

The aim of the present study was to assess job satisfaction among physical education teachers of Maharashtra with special emphasis on urban-rural workplace and gender. This study was conducted on 70 male (Average age 38.19 years) and 50 female physical education teachers (Average age 37.91 years). The selected subjects were employed in various higher secondary institutions of Maharashtra. Job satisfaction of selected physical education teachers was assessed with the help of JSS prepared by Singh and Sharma (1999). As per the requirement of this research, a 2x2 factorial ANOVA was used. Results revealed that job satisfaction in physical education teachers working in rural areas was found to be significantly inferior as compared to job satisfaction in physical education teachers working in urban areas. It was also observed that female physical education teachers were more satisfied with their job as compared to male physical education teachers. The two factor interaction effect of urban rural belongingness and gender on job satisfaction of physical education teachers was not found to be statistically significant. It was concluded that issues such as job satisfaction in physical education teachers employed in higher secondary schools of Maharashtra are associated with urban rural workplace and gender.

**Keywords:** Job satisfaction, gender, physical education teacher, workplace

### Introduction

Overall development of a student means physical, mental, social and spiritual enhancement. The overall development is of prime concern since ages. Scientifically it has been documented time and again that physical education provides overall development of students. In this connection it is worthwhile to state that teachers providing physical education should also be satisfied with their jobs because any medium of instruction can be useful only if the instructors are happy with their jobs. Hence job satisfaction holds a special place in successful implementation of any program. According to Robbins (1998) <sup>[10]</sup> job satisfaction is monetary difference a worker receives and workers expectation. A simple definition put forth by Spector (1997) <sup>[12]</sup> states that it is liking of an individual towards his/her job and its allied aspects. Researchers identified certain factors that are related to job satisfaction. Hong *et al.* (2013) <sup>[4]</sup> reported that job satisfaction is closely associated with job security. Neog and Barua (2014) <sup>[8]</sup> reported that compensation is the foremost determinant of job satisfaction. Kumari *et al.* (2014) <sup>[6]</sup> reported that characteristics such as skill variety, task identity, task significance, autonomy and feedback are important markers of job satisfaction. Apart from these studies other researchers namely Singh, A. (1985) <sup>[11]</sup>, Taylor (1995) <sup>[13]</sup>, MacDonald D. (1999) <sup>[7]</sup>, Zembylas, M. *et al.* (2004) <sup>[14]</sup>, Crossman, Alf (2006) <sup>[2]</sup>, Kokkinos, C. (2007) <sup>[5]</sup>, Gupta and Gehlawat (2013) <sup>[3]</sup>, Ahmadian *et al.* (2015) <sup>[1]</sup>, Rajasekaran and Selvan (2018) <sup>[9]</sup> also explored job satisfaction in the light of certain psycho-social and demographic stand point. Despite extensive work on job satisfaction, none of the studies evaluated job satisfaction of physical education teachers working in higher secondary institutions of Maharashtra in the light of their urban rural workplace and gender. Hence the present study was planned.

### Hypothesis

It was hypothesized that urban rural workplace and gender, in interaction with each other, will

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show its impact upon job satisfaction of physical education teachers.

**Materials and Methods**

This study was conducted on 70 male (Average age 38.19 years) and 50 female physical education teachers (Average age 37.91 years). Out of these 70 physical education teachers were working in urban areas and 50 physical education teachers were working in rural areas. The sample comprise of 20 female physical education teachers from urban area and 30 female physical education teachers from rural area. Random sampling method was used to collect the data while 30 male

physical education teachers were from urban areas and 40 male physical education teachers were from rural areas.

Job Satisfaction of the selected subjects was assessed by Job Satisfaction Scale prepared by Singh and Sharma (1999). The reliability of this scale is 0.81 while the validity is 0.74. After scoring, obtained data was tabulated. To find out the effect of urban-rural workplace and gender (male-female) upon job satisfaction of selected subjects 2x2 ANOVA technique was used. Results are presented in table no. 1.

**Results**

**Table 1:** Effect of Urban-Rural Workplace (A) x Gender (B) on Job Satisfaction of Physical Education Teachers

		Gender (B)		Marginal Mean
		Male (b <sub>1</sub> )	Female (b <sub>2</sub> )	
Urban Rural Workplace (A)	Urban (a <sub>1</sub> )	N=30 M=65.90 S.D. = 10.18	N=20 M=73.60 S.D.=16.71	69.75
	Rural (a <sub>2</sub> )	N=40 M=60.87 S.D.=10.97	N=30 M=63.56 S.D.=7.71	62.22
Marginal Mean		63.38	68.58	

**Table 2:** ANOVA Summary

Source of Variation	SS	df	MS	F
A	1600.612	1	1600.612	12.59**
B	762.259	1	762.259	5.99**
AB	177.059	1	177.059	1.39(NS)
Within treatment (Error)	127.062	116	1.095	

\*\* Significant at .01 level; NS Not Significant

**Table 1 reveals the following facts**

- F=12.59, an indicator of the main effect of urban-rural workplace on job satisfaction of physical education teachers was found to be statistically significant at .01 level. It reveals that the job satisfaction in physical education teachers from urban workplace was higher (M=69.75) as compared to that of physical education teachers from rural workplace (M=62.22).
- F=5.99, an indicator of the main effect of gender on job satisfaction of physical education teachers was found to be statistically significant at .01 level. It reveals that job satisfaction in female physical education teachers (M=68.58) was greater as compared to male physical education teachers (M=63.38).
- The F=1.39, an indicator of interactional effect of urban-rural workplace and gender on job satisfaction of physical education teachers was not found to be statistically significant.

**Conclusion**

1. Results showed that job satisfaction of physical education teachers with urban workplace was found to be significantly higher as compared to physical education teachers with rural workplace. This may be attributed to the facilities available in urban and rural settings. Despite equal qualification urban physical education teachers are getting better facilities as compared to rural physical education teachers.
2. In the present study it was found that female physical education teachers were satisfied with their jobs as

compared to male physical education teachers. It may be due to social norms of our society in which males are required to earn more as compared to females.

3. The two factor interaction effect of urban rural workplace and gender on job satisfaction of physical education teachers was not found to be statistically significant. Since both the independent variables are strong this is not surprising.

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