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## A study of job satisfaction among physical education directors working in government, private and public schools of Vijayapur

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### Abstract

In this study, an attempt was made to compare job satisfaction among Physical Education directors working in different types of schools such as government, private and public schools in the Vijayapur. It was hypothesized that there would be significant difference among government private and public school physical education directors as regards to their job satisfaction. In order to achieve the objective of the study, Job Satisfaction Scale (JSS) by developed by Singh and Sharma was administered on a sample of total 300 physical education directors working in the state of Vijayapur. Out of these, the directors working in government schools numbered 116 whereas from private and public school category, 92 directors each were taken for the purpose of the study. Results of the study showed that significant differences in job satisfaction existed among the three categories of the directors. It was found that government school physical education directors differed significantly from their counterparts in public schools whereas this difference was not found to be significant between government and private school directors and also between private and public school physical education directors.

**Keywords:** Job satisfaction, government schools, private schools, public schools

### Introduction

Today, teaching in Physical Education has become a demanding profession which requires exceptional skills. Physical education directors have to play a very vital role and their work involves a number of duties such as planning, teaching, evaluative, administrative and various unclassified ones. A physical education directors requires a greater variety of talents than any other teaching area. His responsibilities are diverse and the society looks up to him as a leader who can create and maintain general fitness of the sedentary people on one hand and help produce sports persons at grass root level, on the other. As a result, physical education directors working in schools feel their workload heavier, strenuous and difficult too. Some of them feel that in proportion to the expectations of the society they are not given due place, recognition, autonomy, pay, working conditions, opportunities for growth and advancement and so on. All this leads to job dissatisfaction or low job satisfaction among directors in general and physical education directors in particular in many developing countries around the world (Dinham and Scott, 1998; Scott *et al*, 2001, Van Den Berg, 2002) <sup>[4, 3]</sup>. The effects of this trend include reduced ability to meet students' needs, significant incidences of psychological disorders leading to absenteeism and stress-related illnesses (Farber, 1991; Troman and Woods, 2000) <sup>[2]</sup>. Most importantly, though teacher dissatisfaction appears to be a main factor in directors leaving the profession in many countries including India.

Therefore, the present study has been undertaken to investigate job satisfaction among physical education directors working in vijayapur schools and to find out the difference in job satisfaction among physical education directors working in the three categories of schools i.e. government, private and public schools in vijayapur. The present study, on the basis of this objective, hypothesized that there would exist significant differences among the government, private and public schools physical education directors regarding their job satisfaction.

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## Material & Method

The sample of the study consisted of a total 300 Physical Education directors, out of which 116 directors were teaching in government schools whereas from private and public schools category 92 directors each were taken for the purpose of the study.

## Test Used

For measuring job satisfaction among directors, Job Satisfaction Scale (JSS) developed by Singh and Sharma was used. This scale provides measure of the extent of job satisfaction which an employee perceives from various conditions and constituents of his job.

## Procedure

The physical education directors were personally contacted for the purpose of data collection. Most of them were contacted individually at their places of posting whereas some of them were contacted in groups also during Zonal, District and State level school competitions organized by the

Vijayapur School Education Directorate from time to time. A brief description of the test scale along with the objectives and importance of the study were explained to the subjects to ensure their honest, correct and sincere responses. After data collection, all the answer sheets were scored on the basis of scoring procedure as given in the manual. The raw scores were statistically analyzed and results were interpreted accordingly.

## Results and Discussion

Job satisfaction among 116 government, 92 private and 92 public school physical education directors was examined. Their mean scores, standard deviations and standard error of means were worked out along with F-ratios (ANOVA) to find out whether significant differences existed among the three categories of directors on the variable job satisfaction. Post Hoc Test comparison was also used to find out where the actual difference existed. The results so obtained are given in Table 1.

**Table 1:** Analysis of Variance for Job Satisfaction among Physical Education Directors working in Government, Private and Public Schools

Source of variation	Sum of squares	Df	Mean sum of squares	F
Between Groups	5363.12	2	2831.56	5.78**
Within Groups	14558.12	298	490.10	
Total	151221.24	300		

\*\* Significant at 0.01 level

**Table 2:** Post Hoc Test Comparison of Means on Job Satisfaction among Physical Education Directors working in Government, Private and Public Schools

Group	Mean (govt)	Mean (private)	Stat.	Df
Govt. Vs. Private	84.69	80.67	1.229 ns	206
Govt. Vs. Public	84.69	74.21	3.718**	206
Private vs. Public	80.67	74.21	1.826 ns	182

NS = Non Significant \*\* Significant at 0.01 level.

A comparison of government, private and public school Physical Education directors on the variable job satisfaction is given in Table - 1 and Table 2. The results presented in Table 1 indicate that there is a significant difference in job satisfaction among the three categories of physical education directors working in government, private and public schools of Vijayapur state as the obtained F value 5.78 was found higher than the table value of 4.68 required to be significant at 0.01 level of confidence. Further, to confirm the significant differences between the paired means, Schaffer's Post-hoc Test has been applied.

The obtained results given in Table 2 clearly indicate that physical education directors working in government schools are having higher mean score (84.69) as compared to the mean scores of those working in private (80.67) and public (74.21) schools. The table further shows that this difference is significant between government and public school physical education directors at 0.01 level of confidence. It means that the directors working in government schools are better in terms of job satisfaction than those working in the other two categories of schools but the difference in job satisfaction is significant only between two groups i.e. government and public schools physical education directors.

## Conclusions

On the basis of above findings, the following conclusions which may be considered as the highlights of the study are: Significant differences are found among physical education directors working in government, private and public schools

in Vijayapur on the variable job satisfaction. There are significant differences on job satisfaction between government and public school physical education directors. Physical education directors working in government schools have the highest job satisfaction followed by private and public school physical education directors respectively.

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