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Kumaraswamy K

Research Scholar, Department of P.G. Studies and Research in Physical Education, Kuvempu University, Shankaraghatta, Shivamogga, Karnataka, India

Appanna M Gasti

Research Guide, Department of P.G. Studies and Research in Physical Education, Kuvempu University, Shankaraghatta, Shivamogga, Karnataka, India

A survey on job satisfaction among physical education personnel working in training colleges of Karnataka state

Kumaraswamy K and Appanna M Gasti

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Abstract

Job satisfaction is the favorable or unfavorable subjective feeling with which employees view their work. It results when there is congruence between job requirement, demands and expectations of Employees. It expresses the extent of match between employees, the expectation of the job and the reward that the job provides. The factors of physical conditions and social nature affect job satisfaction and productivity. Job satisfaction is defined as an effective or emotional response toward various facts of one's job. Now-a-days, there is a general feeling that the teachers do not have satisfaction in their jobs. There seems to be a growing discontentment towards their job as a result of which standards of education are falling. Teachers are dissatisfied in spite of different plans and programmes which have been implemented to improve their job. The purpose of the study was to know the job satisfaction among physical education personnel working in training colleges. To achieve the purpose of the study 300 physical education personnel working in training colleges from the four academic divisions of Karnataka state were randomly selected as subject for the study. Out of these 300 teachers, 87 teachers from Bangalore Division, 74 teachers from Gulbarga Division, 98 teachers from Belgaum Division and 41 teachers from Mysore Division were taken for the study. Job satisfaction of physical education personnel working in training colleges was assessed with the help of Job Satisfaction Scale (JSS) developed and standardized by Dr. Amar Singh, and Dr. T.R. Sharma. To know the job satisfaction among physical education personnel working in training colleges One way ANOVA Statistical test was used at 0.05 level of significance, if the 'F' value found significant post hoc analysis was applied to know the mean differences in job satisfaction among physical education personnel working in training colleges with the help of Statistical Package for Social Sciences (SPSS) 23rd version. This study was concluded that there was a significant difference among job satisfaction of physical education personnel working in training colleges.

Keywords: Training college, physical education personnel, job satisfaction, academic divisions

Introduction

Job satisfaction is the favorable or unfavorable subjective feeling with which employees view their work. It results when there is congruence between job requirement, demands and expectations of Employees. It expresses the extent of match between employees, the expectation of the job and the reward that the job provides. The factors of physical conditions and social nature affect job satisfaction and productivity. Job satisfaction is defined as an effective or emotional response toward various facts of one's job. Now-a-days, there is a general feeling that the teachers do not have satisfaction in their jobs. There seems to be a growing discontentment towards their job as a result of which standards of education are falling. Teachers are dissatisfied in spite of different plans and programmes which have been implemented to improve their job. Job satisfaction consists of the total body of feelings-about the nature of the job promotion, nature of supervision etc. that an individual has about his job. If the sum total of influence of these factors gives rise to feelings of satisfaction, the individual has job satisfaction.

Job satisfaction portrays the perception of the person towards his or her job, job related activities and environment.

Corresponding Author:

Kumaraswamy K

Research Scholar, Department of P.G. Studies and Research in Physical Education, Kuvempu University, Shankaraghatta, Shivamogga, Karnataka, India

It is a combination of psychological and emotional experiences at work. Job satisfaction, as defined by Locke is a “pleasurable or emotional state resulting from the appraisal of one’s job experience”. Defined as evaluative judgments individuals hold toward their working roles, job satisfaction has been linked to career longevity and role productivity (Judge *et al.*, 2001). In a scoping review of Physical Education teacher satisfaction research, Richards and colleagues (2017) found workplace variables and interpersonal relationships to influence teachers’ job satisfaction levels more than demographic characteristics. Among the factors that related positively to PE teacher satisfaction were employments in smaller schools, access to adequate and quality resources, receiving recognition of quality teaching performance, teaching a manageable schedule, and working with cooperative students (Makela *et al.*, 2015). While demographic characteristics are important to consider, comparably less attention has focused on the relationships between various intrinsic and psychosocial constructs that may develop from these workplace factors and influence PE teachers’ job satisfaction. Emerging evidence does, however, suggest that job satisfaction relates positively to self-efficacy (Makela *et al.*, 2015) and emotional intelligence (Mousavi *et al.*, 2012), and negatively with role stress (Koustelios *et al.*, 2004).

Review of literature

Abdul Raziq and Raheela Maulabakhsh (2014) worked on the impact of working environment for job satisfaction. The objective of this study was to analyse the impact of the working environment on employee job satisfaction. The study employed a quantitative methodology. Data was collected through a self-administered survey questionnaire. The questionnaire is adapted from a previous validated survey. The target population consists of educational institutes, banking sector and telecommunication industry operating in the city of Quetta, Pakistan. Simple random sampling is used for collection of data from 210 employees. The results indicate a positive relationship between working environment and employee job satisfaction. The study concludes with some brief prospects that the businesses need to realize the importance of good working environment for maximizing the level of job satisfaction. This paper may benefit society by encouraging people to contribute more to their jobs and may help them in their personal growth and development. Hence, it is essential for an organization to motivate their employees to work hard for achieving the organizational goals and objectives.

Panagopoulos, N. Anastasiou, S. and V. Goloni (2014) ^[6] worked on professional burnout and job satisfaction among physical education teachers in Greece. The purpose of the present work was to evaluate burnout and job satisfaction among Physical Education teachers in Primary Public schools in Greece. A survey of Physical Education teachers (n =132) received a questionnaire and responded to the survey (n =105, 79.5% response). Place and Duration of Study: This work was carried out in the region of Western Greece, in Primary Education Schools during the school year 2012-2013. Methodology: A Pearson Correlation (results analysed with

SPSS) was used to investigate possible correlations between the examined parameters. Results: The results indicate that teachers exhibited moderate levels of job satisfaction (64.66±8.09), high levels of emotional exhaustion (26.14±9.37), low depersonalization (1.69±0.79) and personal accomplishment (38.61±5.36). Job satisfaction was inversely related to burnout (-0.433, P<0.05) but not related to demographic parameters, such as age and gender. On the contrary, gender had a significant effect on the levels of emotional exhaustion (0.225, P=0.021) while family status had a significant effect on the personal accomplishment (0.272, P=0.004). Teachers were mostly satisfied with their working conditions, the work itself, their colleagues and mostly dissatisfied with working hours, salary issues and low prospects of professional development.

Tilak Raj and Lalita (2013) ^[7] worked on job satisfaction among teachers of private and government school: a comparative analysis. Job satisfaction is one of the most widely discussed issues in organizational behavior and Human Resource Management. In the present study, the researcher investigated the present level of job satisfaction among the private and govt. School teachers. In this research, 50 Govt. and 50 Private teachers, 100 in total, working in different govt. & private schools were examined. The obtained data were analyzed based on the descriptive statistics using SPSS Version 16. Independent sample t-test has been used in this study to analyze the job satisfaction level among male & female teachers and Govt. & Private school teachers. The study revealed that there is no significant difference in the level of satisfaction of male and female teachers. Furthermore, it was again revealed that there is no significant difference in the level of satisfaction of Govt. and Private school teachers.

Methodology

The purpose of the study was to know the job satisfaction among physical education personnel working in training colleges. To achieve the purpose of the study 300 physical education personnel working in training colleges from the four academic divisions of Karnataka state were randomly selected as subject for the study. Out of these 300 teachers, 87 teachers from Bangalore Division, 74 teachers from Gulbarga Division, 98 teachers from Belgaum Division and 41 teachers from Mysore Division were taken for the study. Job satisfaction of physical education personnel working in training colleges was assessed with the help of Job Satisfaction Scale (JSS) developed and standardized by Dr. Amar Singh, and Dr. T.R. Sharma.

Statistical techniques

To know the job satisfaction among physical education personnel working in training colleges One way ANOVA Statistical test was used at 0.05 level of significance, if the ‘F’ value found significant post hoc analysis was applied to know the mean differences in job satisfaction among physical education personnel working in training colleges with the help of Statistical Package for Social Sciences (SPSS) 23rd version.

Result and discussion

Table 1: Shows the One Way ANOVA of Job Satisfaction among Physical Education Personnel

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	4620.698	3	1540.233	7.720*	.000
Within Groups	59058.622	296	199.522		
Total	63679.320	299			

* Significant at 0.05 level
F (3,296) = 2.64

The above table shows the one way anova of job satisfaction among physical education personnel. It shows that the obtained F value of job satisfaction among physical education personnel was 7.720 at 0.05 level of significance, which was greater than the table value 2.64 ($df_1 = 3$ and $df_2 = 296$). Hence, the null hypothesis is rejected and formulated the alternative hypothesis that there was a significant difference

among job satisfaction of physical education personnel. As the F value found significant in the job satisfaction among physical education personnel, Least Significant Difference (LSD) post hoc test was carried out to find the significant difference between the paired means and presented in Table-2.

Table 2: Shows the Post Hoc Analysis of Job Satisfaction among Physical Education Personnel

Academic Divisions (Mean Value)	Academic Divisions (Mean Value)	Mean Difference	Sig.
Bengaluru (72.93)	Belagavi (68.13)	4.80*	.022
	Kalburgi (75.22)	2.29	.307
	Mysuru (63.66)	9.27*	.001
Belagavi (68.13)	Kalburgi (75.22)	7.09*	.001
	Mysuru (63.66)	4.47	.090
Kalburgi (75.22)	Mysuru (63.66)	11.56*	.000

* The mean difference was significant at the 0.05 level.

Post hoc test results presented in the table-76 reveals that there was a significant difference found in job satisfaction among physical education personnel, between the Bengaluru and Belagavi division, Bengaluru and Mysuru division, Belagavi and Kalburgi division and Kalburgi and Mysuru division. Mean values show that there was a steady and a linear difference in the job satisfaction among physical education personnel with respect to the academic division of Bengaluru, Belagavi, Kalburgi and Mysuru.

A comparison of the mean value of job satisfaction among physical education personnel is presented in Figure-1.

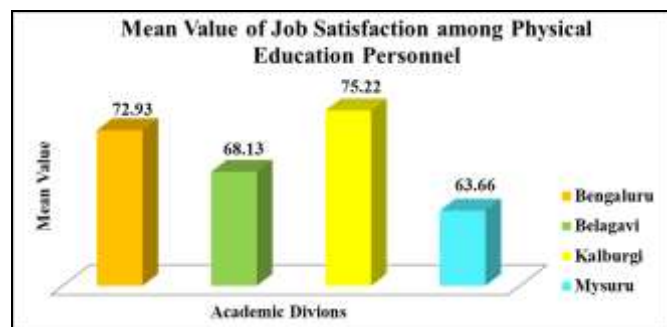


Fig 1: Graphical representation of comparison of mean value of job satisfaction among physical education personnel.

Conclusion

In the view of the findings and limitations of the study, it can be concluded that there was a significant difference among job satisfaction of physical education personnel working in training colleges. It can be further concluded that there was a significant difference found in job satisfaction among physical education personnel between the Bengaluru and Belagavi division, Bengaluru and Mysuru division, Belagavi and Kalburgi division and Kalburgi and Mysuru division.

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