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Hansraj Yadav

Scholar, Department of Physical Education, University of Rajasthan, Jaipur, Rajasthan, India

Ganga Shyam Gurjar

Director, Physical Education, Government Raj Rishi Autonomous PG College, Alwar, Rajasthan, India

A comparative analysis of job satisfaction among physical education teachers of government and private schools

Hansraj Yadav and Ganga Shyam Gurjar

Abstract

The present study was conducted to assess the job satisfaction levels among physical education teachers (PET) working for government and private schools in Rajasthan state. Job Satisfaction Scale (JSS) developed by Singh and Sharma (1999) was applied to collect the required data. 300 (150 female and 150 male) teachers were selected for the study. Statistical analysis was performed by mean, SD and 't' test. Result of the study demonstrated that female physical education teachers were found more satisfied with their job in comparison to male physical education teachers. Similarly, physical education teachers of government schools found more satisfied while compared with private school physical education teachers. Male physical education teachers of private schools showed the least amount of job satisfaction while female physical education teachers of government schools were at the highest level of job satisfaction.

Keywords: Job satisfaction, female PET, male PET, government and private school

Introduction

Job is very essential part of every human being. Satisfaction is mental and emotional pleasure gain by individuals. Without satisfaction with job, it is very difficult for a person to carry on his duties honestly and efficiently. Job satisfaction is the result of different types of attitudes and thought of an employee toward his job. In broad sense Job satisfaction is accepted psychological aspect of functioning in any profession (Halder and Roy, 2018) [12]. Job satisfaction has been the most frequently investigated variable in organizational behavior (Spector, 1997) [9]. Job satisfaction means how much people feel positive about their job. Low job satisfaction can be an important indicator of decrease in employee production and can result in behavior such as absenteeism (Martin and Miller, 1986) [5] and turnover intentions. Chandraiah (2003) [1] The studies suggest that higher level of job stress causes less job satisfaction.

Job satisfaction causes an increase in the employee's productivity and organizational commitment; person's physical and mental health is guaranteed; motivated; satisfied with life; and one can learn new professional skills quickly. Research findings show that when members of an organization have job satisfaction, the rate of absence and delay from work and even desertion decreases (Tajnia *et al.*, 2014) [10].

Teacher job satisfaction is an essential component of the quality of education, it determines their interest, motivation and attitude towards work, which thereby influence the professional performance of the teacher and, through this, also the quality of education (Perševica, 2011) [6]. Theoretically, this leads to a conclusion that teacher job satisfaction is closely related with their professional activity and, thereby, also with quality of education.

Several studies (Tietjen and Myers 1998, Fairbrother and Warn 2002 Rossberg *et al.* 2004, Uppal 2005, Goris 2006) [11, 2, 7, 13, 3] focused on the relationship between job satisfaction and extra role behavior towards individuals inside and outside the organizations. Physical education and sports teachers are one of the indispensable elements in general education. It needs struggle in order to be a successful physical education teacher. In addition to being a trainer, the coaches are leaders that are taken as models by children (Leblanc and Dickson,

Corresponding Author:

Hansraj Yadav

Scholar, Department of Physical Education, University of Rajasthan, Jaipur, Rajasthan, India

2005) [4]. It is closely related to the job satisfaction of the physical education teacher that they can perform their tasks and responsibilities charged in a successful way. It is thought that coaches who get satisfied with their jobs will have better psychological health. If their psychological conditions are better, it will be felt on their jobs, too and they will carry out their jobs voluntarily and in a productive way.

It is also important to study job satisfaction because of its effects on teacher retention and continuous development. Teachers who were planning to leave the profession reported less satisfaction and a more negative attitude toward teaching as a career. Therefore, the motive of this study is to analyze the job satisfaction among the teachers of Government and Private schools and also to determine gender based similarities or differences.

Objectives of the study

- To find out the status of job satisfaction among Female and Male Physical Education teachers working in government and private sector schools of Rajasthan.
- To compare job satisfaction among Female and Male Physical Education teachers working in government and private sector schools of Rajasthan.

Hypotheses

H1: There is no significant difference in job satisfaction levels between Physical Education teachers of government and private school.

H2: There is no significant difference in job satisfaction levels between female and male physical education teachers.

Materials and methods

Sample

For the present study, 300 Physical Education teachers (150 females and 150 male) working in government and private schools were randomly selected from 5 districts of Rajasthan State.

The teachers were contacted personally and efforts were made to establish rapport with them. In the both groups half of the (75) teachers were taken from Government schools and another half (75) were taken from Private schools. All these teachers had at least three years of teaching experience in the field of Physical Education.

Tool used

The job satisfaction scale developed by Singh & Sharma (1986) [8] was used to measure job satisfaction among the Physical Education teachers. The scale has a very wide acceptance in measuring psychological aspects of functioning in any profession.

Table 2: Mean, SD, SEM and ‘t’ value of job satisfaction among all selected physical education teachers of government and private schools

| Group | N | Mean | SD | SEM | ‘t’ | dF | Standard error of difference |
|-----------------------|-----|-------|-------|------|-------|-----|------------------------------|
| Government School PET | 150 | 72.87 | 10.82 | 0.88 | 25.38 | 298 | 1.15 |
| Private School PET | 150 | 43.59 | 9.09 | 0.74 | | | |

According to table 2, when we compare the job satisfaction among all selected physical education teachers of government and private schools, it shows ‘t’ value 25.38 and two-tailed P value is less than 0.0001. By conventional criteria, this difference is considered to be extremely statistically significant. The mean of physical education teachers of government schools minus private schools equals to 29.28 and 95% confidence interval of this difference is from 27.0093 to 31.5507. From the results of the mean depicted in the table 2, it is concluded that physical education teachers of

The scale measures job satisfaction in two types of areas - job-intrinsic (factors lying in the job itself) and job-extrinsic (factors lying outside the job). These areas are covered in 30 statements. Each statement had five alternatives from which a respondent had to choose any one which candidly expressed his response.

Procedure of data collection

Before administering the test, teachers were made clear about the purpose of collecting the data and conducting this research study. Only those who were cooperative and willing to respond were taken after their prior consent. After their consent, job satisfaction test selected for the study was administered to the teachers.

Statistical analysis

After the data collection, the statistical analysis was computed. Means, SDs and SEs of all the variables were found out for female and male teachers both government and private schools separately. Student’s ‘t’-test were calculated in order to find out the significant differences on the scores.

Result and observation

Table 1: Mean, SD, SEM and ‘t’ value of job satisfaction among female and male physical education teachers of all selected school

| Group | N | Mean | SD | SEM | ‘t’ | dF | Standard error of difference |
|------------|-----|-------|-------|------|------|-----|------------------------------|
| Female PET | 150 | 62.68 | 16.25 | 1.33 | 4.52 | 298 | 1.98 |
| Male PET | 150 | 53.71 | 18.06 | 1.47 | | | |

According to table 1, when we compare the job satisfaction among female and male physical education teachers of all selected schools, it shows the ‘t’ value 4.52 and two-tailed P value is less than 0.0001. By conventional criteria, this difference is considered to be extremely statistically significant. The mean of female physical education teacher minus male physical education teacher equals to 8.97 and 95% confidence interval of this difference is from 5.0663 to 12.8737. From the results of the mean depicted in the table 1, it is concluded that male physical education teachers have considerably less job satisfaction in comparison to female physical education teachers with a mean value of 53.71 and 62.68 respectively. Hence, the hypothesis “there will be no significant difference in the job satisfaction among female and male physical education teachers of all selected school of Rajasthan” is rejected, results shows that there is a significant difference in the job satisfaction levels of female and male physical education teachers.

government schools are more satisfied with their job in comparison to physical education teachers of private schools with a mean value of 72.87 and 43.59 respectively. Hence, the hypothesis “there will be no significant difference in the job satisfaction among physical education teachers of government and private schools of Rajasthan” is rejected, results shows that there is a significant difference in the job satisfaction levels of physical education teachers of government and private schools.

Table 3: Mean, SD, SEM and 't' value of job satisfaction among female physical education teachers of government and private schools

| Group | N | Mean | SD | SEM | 't' | dF | Standard error of difference |
|-------------------------------|----|-------|-------|------|-------|-----|------------------------------|
| Female PET Govt. Schools | 75 | 75.81 | 11.43 | 1.32 | 16.50 | 148 | 1.58 |
| Female PET Private Schools | 75 | 49.72 | 7.54 | 0.87 | | | |

According to table 3, when we compare the job satisfaction among female physical education teachers of government and private schools, it shows 't' value of 16.50 and two-tailed P value is less than 0.0001. By conventional criteria, this difference is considered to be extremely statistically significant. The mean of female physical education teachers of government schools minus private schools equals 26.09 and 95% confidence interval of this difference is from 22.9655 to 29.2145. From the results of the mean depicted in the table 3, it is concluded that female physical education

teachers working in private schools have considerably less job satisfaction in comparison to physical education teachers working in government schools with a mean value of 49.72 and 75.81 respectively. Hence, the hypothesis "there will be no significant difference in the job satisfaction among female physical education teachers of government and private schools of Rajasthan" is rejected, results shows that there is a significant difference in the job satisfaction of female physical education teachers of government and private schools.

Table 4: Mean, SD, SEM and 't' value of job satisfaction among male physical education teachers of government and private schools

| Group | N | Mean | SD | SEM | 't' | dF | Standard error of difference |
|-----------------------------|----|-------|------|------|-------|-----|------------------------------|
| Male PET Govt. Schools | 75 | 69.96 | 9.39 | 1.08 | 25.52 | 148 | 1.27 |
| Male PET Private Schools | 75 | 37.47 | 5.78 | 0.67 | | | |

According to table 4, when we compare the occupational stress among male physical education teachers of government and private schools, it shows the 't' value is 25.52 and two-tailed P value is less than 0.0001. By conventional criteria, this difference is considered to be extremely statistically significant. The mean of male physical education teachers of government schools minus private schools equals to 32.49 and 95% confidence interval of this difference is from 29.9740 to 35.0060. From the results of the mean depicted in the table 4, it is concluded that male physical education teachers of government schools are more satisfied with their job in comparison to physical education teachers of private schools with a mean value of 69.96 and 37.47 respectively. Hence, the hypothesis "there will be no significant difference in the job satisfaction among male physical education teachers of government and private schools of Rajasthan" is rejected, results shows that there is a significant difference in the job satisfaction levels of male physical education teachers of government and private schools.

Discussion and Conclusion

Result of the study depicted that female physical education teachers are more satisfied with their job in comparison to male physical education teachers. Similarly, including gender based difference, physical education teachers of government schools are more satisfied while compared with private school physical education teachers.

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