

Periodic Research

Job Satisfaction in Physical Education Teachers

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Abstract

Job satisfaction describes how content an individual is with his or her job. It can simply be defined as the feeling people have about their jobs. If a person is dissatisfied with their work, this could lead to dissatisfaction in other areas of their life. Many work motivation theories have represented the implied role of job satisfaction. When teachers are satisfied with their job they can perform their responsibilities with more concentration and devotion. To see the level of job stress in physical education teachers, a study was conducted with 300 teachers teaching in various government, semi government and self finance degree colleges of Uttar Pradesh and Uttrakhand State. To measure the job satisfaction level of teachers, job satisfaction scale by Singh and Sharma was used as a tool. Research revealed that teachers in self finance institutions were least satisfied with their job. Teachers teaching in Uttar Pradesh and male teachers were found to be more satisfied with their job conditions. Reasons for this may be attributed to the administrative policies regarding teachers in terms of job security, motivation, due credit, less salary, attitude of the colleagues and head of the institutions, poor working conditions and less scope for professional growth may also be the reasons. Dissatisfaction felt by female teachers may be attributed to the reason that female teachers have to shoulder dual responsibilities leading to role conflict, insufficient time and gender discrimination in work place.

Keywords: Job Satisfaction, Job Satisfaction Scale

Introduction

Job satisfaction describes how content an individual is with his or her job. It can simply be defined as the feeling people have about their jobs. The most widely accepted explanation of job satisfaction was presented by Locke (1976), who defined job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences".

According to Andrew J. Dubrins "Job satisfaction is the amount of pleasure or contentment associated with a job. If you like your job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience job dissatisfaction".

Job satisfaction is significant because a person's attitude and beliefs may affect his or her behavior. Attitudes and beliefs may cause a person to work harder, or, the opposite may occur, and he or she may work less. Job satisfaction also affects a person's general well-being for the reason that people spend a good part of the day at work. Consequently, if a person is dissatisfied with their work, this could lead to dissatisfaction in other areas of their life. Many work motivation theories have represented the implied role of job satisfaction. As a result of this expansive research, job satisfaction has been linked to productivity, motivation, absenteeism/tardiness, accidents, mental/physical health, and general life satisfaction (Landy, 1978). A common idea within the research has been that, to some extent, the emotional state of an individual is affected by interactions with their work environment. People identify themselves by their profession, such as a doctor, lawyer, or teacher. A person's individual well-being at work, therefore, is a very significant aspect of research (Judge & Klinger, 2007).

Teachers teaching in different higher education institutions are the most important group of professionals for the nation's growth and bright future. It is astonishing to know that even today many of the college teachers are dissatisfied with their jobs. Job satisfaction among degree college teachers is important not only for themselves but society as a whole. It increases productivity and classroom performance in the college. Teachers are the source of guidance in all the crucial steps in the academic life of the students. When teachers are satisfied with their job

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they can perform their responsibilities with more concentration and devotion.

So the present study was designed to see and analyze the level of job satisfaction among the degree college teachers of Uttar Pradesh and Uttarakhand.

The total sample of the study consisted of 180 males and 120 female teachers working in different government, self finance and semi government degree colleges of Uttar Pradesh and Uttarakhand State. To measure the job satisfaction level of teachers, job satisfaction scale by Singh and Sharma was used as a tool. Findings of the study were important from the point of view of excellence of teachers and their effectiveness in job situation.

Table 1 Shows the Difference between Mean Values in Job Satisfaction Level between three Groups of Teachers Belonging to Different Types of Organizations I.E. Government, Semi-Government and Self Finance.

Table - 1

S.No.	Groups	Mean	S.D.	t' value
1.	Govt.&Semi Govt.	20.45 21.34	2.9 3.7	1.799
2.	Govt.& Self finance	20.45 11	2.9 2.5	25.64**
3.	Semi Govt. & Self finance	21.34 11	3.7 2.5	23.85**

**significant at 0.01 level

“Difference between Mean Values in Job Satisfaction Level between three Groups”

Above table shows the difference between mean values in job satisfaction level of teachers teaching in different colleges i.e. mean values of teachers in semi government colleges is little high in comparison to government (21.34 and 20.45) difference found is insignificant. In government and self finance colleges mean is high in teachers of government colleges in comparison to self finance college teachers (20.45 and 11), the difference is significant at .01 level of significance (t' value is 25.64). Table also shows the comparison of mean values of semi government and self finance colleges, the mean value is high in semi-government colleges as compared to self finance colleges (21.34 and 11), difference is significant at .01 level of significance (t' value is 23.85)

Table – 2

S.No.	Groups	Mean	S.D.	t' value
1.	Males	17.8	5.94	5.82**
2.	Females	15.158	5.6	

** significant at .01 level

“Difference between mean Values in Job Satisfaction Level of Male and Female Teachers in Uttar Pradesh and Uttarakhand State.”

Table 2 depicts the gender wise difference in mean values in job satisfaction level of males and female teachers teaching in various government, semi government and self finance degree colleges of Uttar Pradesh and Uttarakhand. Mean Value of male teachers in job satisfaction was found to be little

higher than female teachers (17.8 and 15.158). The difference found was significant at .01 level of significance. (t' value is 5.82)

Table – 3

S.No.	Groups	Mean	S.D.	t' value
1.	U.P.	17.29	5.9	2.301*
2.	Uttarakhand	15.72	5.7	

significant at .05 level

“Difference Between Mean Values in Job Satisfaction Level of Degree College Teachers in Uttar Pradesh and Uttarakhand State.”

Table-3 shows the difference between the mean values in job satisfaction of two groups of teachers i.e. teachers from Uttar Pradesh and teachers from Uttarakhand. Table shows that mean value of Uttar Pradesh is slightly higher to mean value of Uttarakhand (17 & 16). The difference found was significant at .05 level of significance. (t' value is 2.301)

Education commission (1966), cautioned that dissatisfaction of individuals whatever may be the occupation in which he is engaged, results in professional stagnation and becomes harmful to the clientele. A dissatisfied teacher spells disaster to the country's future. Dissatisfaction among the workers is undesirable and dangerous in any profession. It is suicidal if it occurs in the teaching profession.

Analysis of the date of the present study shows that teachers working in government and semi-government degree colleges are more satisfied in their jobs as compared to teachers working in self finance degree colleges. Probable reasons for this may be that in semi-government and government institutions teachers feel more relaxed and secure in terms of proper facilities for teaching and scope for professional as well as personal growth. Working environment in government and semi-government colleges is for better as compared to self finance colleges.

Gender wise analysis of the results regarding job satisfaction revealed that as compared to female teachers male teachers were slightly more satisfied with their jobs in both the states. Probable reasons for this difference may be attributed to the fact that female teachers have the dual responsibilities of the family as well as job due to which most of the times they are overburdened and stressed. This stress adds up to their dissatisfaction level in their work place. However this condition can be controlled by proper time management and distribution of the work load at the work place as well as at the family front.

Regarding job satisfaction level in physical education teachers of Uttar Pradesh and Uttarakhand, teachers, belonging to Uttar Pradesh were found slightly more satisfied with their job as compared to teachers belonging to Uttarakhand.

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